

Working People Are Concerned About Taxes



LABOR'S PLACE IN HISTORY

WAGE EARNERS are finding themselves the object of a certain kind of affection as the baby of creeping inflation shows signs of learning to crawl a bit faster.

There is evidence of a pair of swains wooing the wage earner's view of the condition in which he finds himself as a consumer. The one swain seems to say: Everything is all right; go ahead and keep spending your hard-earned dough. The other swain seems more cautious: Everything is very nearly all right; but look before you leap into more indebtedness.

The struggle for the wage earner's consuming ear is being waged in the news media. Hardly a day goes by but what a newspaper here or there is saying either that the consumer is in good shape or in better shape than he thinks.

It is rare, however, that consumers get differing stories on the same day. This happened recently (last April 8th) when workers picked up their newspapers at breakfast time in New York City and Washington, D.C.

Morning readers of the *New York Times* were treated to a story headlined, "Consumer Study Finds Optimism." A few hundred miles away at the same time, readers of the *Washington Post* read a story headlined, "Consumers are Less Confident."

The interesting part of this paradox was that the news stories appearing in the *Times* and the *Post* each quoted the same source for their material—a survey of consumer attitudes made by the University of Michigan. The survey was based on personal 1-hour interviews with more than 2,000 families across the nation.

The *Times* seemed to base its optimism on the facts that the survey found consumer intentions to buy new cars matching the intentions of a year earlier. Also, income gain was more common than in previous years with expectations "as favorable now as early as 1968."

Finally, said the *Times*: "The survey also found that those expecting the Nixon Administration to influence business conditions and the economy favorably outnumber the pessimists four to one, but most are vague on how government policies will improve conditions."

Contrarily, the *Post* said the University of Michigan "consumer attitude survey indicates that Americans were willing to spend more in the first quarter of this year than in the same period last year—but are not likely to take off on a spending spree."

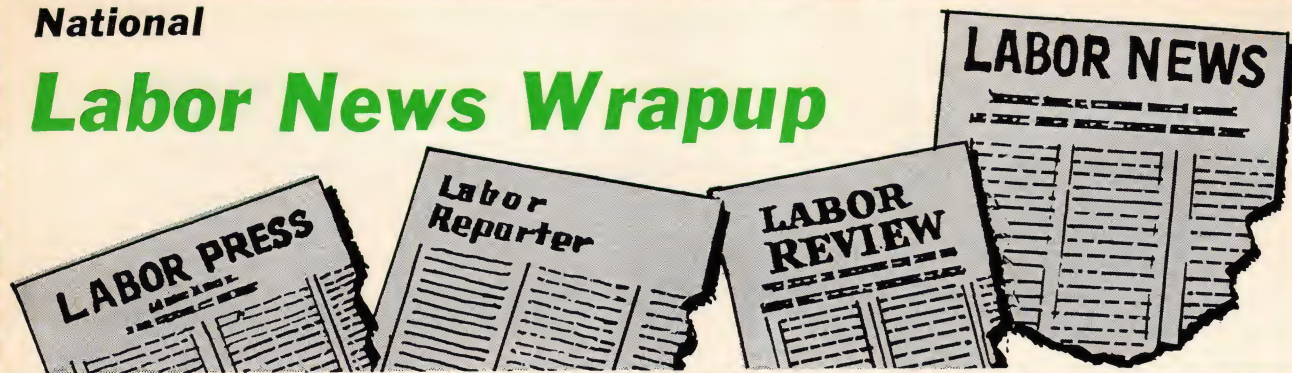
The *Post* also noted: "But only 25 per cent believe that business will improve and only 27 per cent think their incomes will rise. Some 14 per cent think that jobs are hard to get."

Obviously it was a case of each newspaper picking out parts of the same survey, perhaps twisting them a little, to make a desirable point for the consumer reader. For what purpose is unknown.

There would appear to be one question that takers of consumer surveys might well ask wage earners: Do you, as a consumer, feel you are getting the straight story from commercial news media?

National

Labor News Wrapup



WASHINGTON, D.C.—Labor Secretary George P. Shultz declined to say whether he thought the recent dock settlement was inflationary. He said: "I don't think individual settlements should be characterized as inflationary or not inflationary . . . "

UNDATED—Profit-sharing plans are on the increase, according to the Council of Profit Sharing Industries. The organization says nearly 11,000 employers inaugurated profit-sharing plans last year. The total of profit-sharing programs now numbers more than 75,000—twice the number of 5 years ago.

WASHINGTON, D.C.—The National Education Association, which news media often erroneously describe as a union—it is administrator-oriented—is worried about its vanishing members. NEA blames high dues. Real reason: The American Federation of Teachers AFL-CIO does a better job for its members.

NEW YORK CITY—Joseph Paul Curran, son of the president of the National Maritime Union, recently was named director of the NMU's new political action and legislative department.

WASHINGTON, D.C.—Registered apprentices were at a 20-year high this January, according to the Labor Department, with an estimated total of 240,000. Apprentices from minority groups still amount to only about 6.5 per cent of the total.

UNDATED—Maritime labor and management representing most Atlantic and Gulf shipping have agreed to accelerate their contract talks and, if necessary, to extend the agreements beyond June 15th expiration dates. The contracts cover some 50,000 seamen.

WASHINGTON, D.C.—The International Association of Machinists AFL-CIO recently filed unfair labor practices against the U.S. Air Force, charging that Pentagon nitpickers scuttled a formal labor agreement with Wright-Patterson Air Force Base in Dayton, Ohio.

NASHVILLE, TENN.—A welcome rarity occurred recently when Federal District Judge William E. Miller refused to order an immediate halt to the United Transportation Union strike against the Illinois Central Railroad. The judge then set a date for a hearing on the railroad's request for a temporary injunction against the union.

UNDATED—Two more cities have joined the list of communities enacting ordinances outlawing the use of professional strikebreakers in labor-management disputes. Enacting local laws to this effect recently were Columbus, O., and Oswego, N.Y.

WHITE SULPHUR SPRINGS, VA.—George Meany's efforts to keep news media away from the AFL-CIO huddle with Nixon economic advisors in White Sulphur Springs were futile. Reporters flocked in; Administration men promised them briefings on the closed-door talks.

WASHINGTON, D.C.—The AFL-CIO is considering expanding its 29-member executive council. Now studying the idea for adding perhaps 6 more seats is a task force. Unrepresented groups, such as the public employees, have been pressuring for representation on the council.

WASHINGTON, D.C.—Labor-busters and sympathetic news media seemed almost disappointed when the Brotherhood of Rail Signalmen and the railroads reached agreement on a new contract under the eye of federal mediators. Railroad tom-toms had worked hard to get across the idea that the threatened strike would endanger "the entire economy of the United States."

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Kansas City, Mo. 64130

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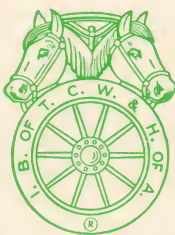
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**Taxpayers' Revolt Brews
As Workers Protest
Unfair Revenue System**



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From The



FIELD

Shuffleboard Crown Won by Teamster

Donald Kerrigan, a member of Teamster Local 25 in Boston, Mass., recently won the International Shuffleboard Championship.

The matches were held aboard the *S.S. Rotterdam*, Holland-American flagship, during a crossing to Europe.

Hi-Jack Ride Taken By Brewery Officer

When Herb Heilmann, secretary-treasurer of Teamster Local 153 in Union, N.J., boarded a passenger plane at Newark, N.J., recently, he thought he was on his way to Miami Beach, Fla., to attend a meeting of the Brewery & Soft Drink Workers Conference.

Heilmann was reading a newspaper about the time the aircraft was over North Carolina and the stewardess came along asking if anyone knew how to speak Spanish. By then the pilot was announcing over the intercom that "we have visitors in the cabin." The plane was being hi-jacked and flown to Cuba.

Heilmann landed in Havana instead of Miami International at noon. Ten hours later, after some harrowing experiences with bad food and drink and a bumpy ride on a bus, Heilmann and his fellow passengers finally took off in another plane for their original destination.

Once a Sleuth— Always a Sleuth

Tim Richardson, secretary-treasurer of Teamster Local 85 in San Francisco, Calif., a former policeman, was driving when he saw a German shepherd obviously lost in traffic.

Richardson took the dog home and the next day advertised for the owner. The first caller told Richardson, "That's my dog—the description is perfect and that's where I lost him."

Richardson's police experience enabled him to sense that something was wrong. Instead of bringing the brown, short-haired dog he had found to the appointed meeting place, he brought his own German gray short-hair.

Upon meeting, the "dog owner" eagerly rushed toward the dog, arms outstretched. He was lucky. Richardson's dog only tore off a sleeve.

Local Union Plans Club for Retirees

Teamster Local 144 of Terre Haute, Ind., is putting together a club for the union's retirees.

Glenn M. Rogers, Local 144 secretary-treasurer, said the union's meeting hall has been made available to the retirees for regular meetings. The program calls for the senior Teamsters to elect their own officers and hold an annual banquet.

Several activities are being planned, Rogers said, to make the retired men feel they are still a vital part of the union.

Dayton Officer Dies After Short Illness

Joseph E. McPhetres, 64-year-old secretary-treasurer of Teamster Local 957 in Dayton, Ohio, died recently after a short illness.

McPhetres had served the local union as secretary-treasurer for the past 42 months, succeeding the late Harry Hanna.

McPhetres first joined the union in 1951 as an employee of Scherman Truck Lines of Fairborn, Ohio. He was elected a business representative in 1961, a post he held until his appointment as secretary-treasurer.

1,000 Attend Banquet For Retiring Officer

More than 1,000 friends took part in a retirement dinner recently for Joseph J. Quillin, president of Teamster Local 843 in Newark, N.J.

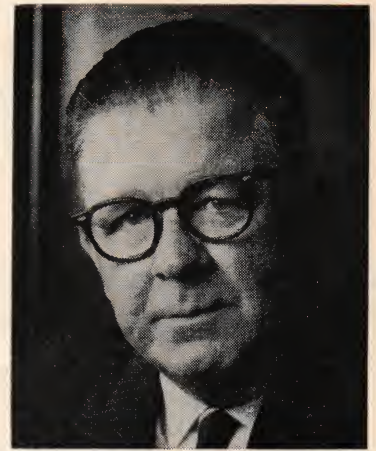
Members of the local union, through individual contributions, purchased a Cadillac for Quillin. The keys were presented to him at the dinner.

Laundry Council Formed In Western Washington

Teamster local unions representing members working in western Washington's laundry industry recently formed a Laundry Council to standardize linen, industrial supply and commercial contracts so as to develop a greater uniformity in wages and working conditions.

V. V. Alexandrof of Teamster Local 566 in Seattle was named chairman while Joe Dargan of Teamster Local 567 in Tacoma was named secretary. Other locals taking part are 36 in Everett and 231 in Bellingham.

Message of the General Vice President



Whatever Is Fair

ONE OF THE greatest contributions labor unions have made to this country is to negotiate wages for its members which make them self-supporting members of their communities.

When they become self-supporting, they make a contribution in more ways than one. They find with decent hours of work they have time to serve on community projects. They accept positions of leadership in their communities. They are able to help those less fortunate than themselves. They become taxpayers, thus paying their fair share of the cost for services provided by local, county, state and federal governments.

The consequence of paying one's fair share is that he gains dignity, thus providing satisfaction to himself and respect of his fellow men.

In simple terms, the working man and woman of this country, through their unions have pulled themselves up by their bootstraps so that today they are able to pull their load in society, and they take great satisfaction from being able to participate in a fair manner.

In this issue of the International Teamster there appears a rather lengthy article on a growing concern among the working people of America about the unfairness of a tax system which allows individual millionaires and giant corporations to escape their fair share of keeping America going.

In my more than 35 years of working with people who earn their living by their hands and manual skills, I have always been impressed with their sense of fairness. Many, many times I have witnessed examples of their generosity, in strike situations when they shared their resources to lessen the hardship on everyone. I have seen examples of those with fewer dependents sharing food and clothing with those who had larger families.

I know of the generosity and the sense of fairness which working people exhibit in union affairs, and in their community.

I also know of the wrath which can be gener-

ated when a member is caught furthering his own end at the expense of others. It has been my experience in the trade union movement, with rare exceptions, that working people accept their obligations in a collective sense, and that they resent those who would do otherwise.

So, I cannot help but believe that the American working people are concerned about the present tax system. And, their concern is not so much that taxes are sky high. It is because they know that everyone is not paying his fair share.

If there are unfortunate circumstances of our foreign policy which require high taxes, then the working man says, let everyone who is able, pay his fair share.

If the spillover from foreign policy complications has caused inflation in our country, then the working man says let everyone pay the penalty until those circumstances no longer exist—but let everyone pay the penalty, not just the ones who cannot exercise loopholes at tax time and not just the ones who have no tax dodge or preferential treatment to hide behind.

For whatever reason, previous mistakes and blunders, our financial needs of government are so great, let's see that the bill is paid. Perhaps we will gain from our experience and not make the same mistakes again.

But, until the bill is paid, we in the International Brotherhood of Teamsters declare that everyone should assume his fair share of the burden, and the time to insist on that through tax reform is now.

A handwritten signature in dark ink, reading "Frank E. Hoffmann". The signature is fluid and cursive, with the first name being the most prominent.

STATE OF THE UNION

Braniff 34-1 for IBT

Employees Step Up to Teamsters In Demand for 20th Century Union

THE TEAMSTER Airline Division has scored its second smashing organizing victory within four months, this time winning representation rights for nearly 5,000 clerical and cargo employees of Braniff International.

In January, the Airline Division overwhelmingly defeated the Brotherhood of Railway Clerks in a contest for representation rights for 8,100 clerical and cargo employees of Pan

American World Airways.

The Brotherhood of Railway Clerks, which had represented Braniff employees for nearly 15 years, received only 76 votes in the election conducted by the National Mediation Board.

In both instances, the Teamster Airline Division got into the organizing contest at the constant urging of Pan Am and Braniff employees.

The Pan Am campaign began late in 1965, and went through three elections, two being disqualified by the National Mediation Board. Ballots in the first election were never counted. The Teamster Airline Division won the next election, only to have it thrown out on a technicality.

Finally, a Supreme Court decision, which suppressed the stalling tactics of the BRC, set the stage for the third

Negotiations for a jet-age contract for the 8,100 clerical and cargo employees of Pan American World Airways are underway. Shown here are both the union and management ne-

gotiating committees. The union committee is on the left, and seated at the head table is Union Negotiating Chairman and International Union Vice President Harold J. Gibbons.



STATE OF THE UNION

Pan Am election and the one at Braniff.

In essence, the Supreme Court decision supported the Teamster contention that the BRC get on the ballot against the Teamsters in the election, or forfeit representation rights.

In the January ballot of Pan Am employees, the Teamsters won by a 10 to 1 margin.

In the Braniff election, the Teamsters won 85 per cent of the vote cast.

Actual vote count in the Braniff ballot was 2,577 for the Teamsters, 76 for the Brotherhood of Railway Clerks, 340 for other unions, and 55 void ballots were cast.

The Airline Division is now in the midst of negotiations for a new agreement for the Pan Am Employees, and is waiting only certification of the Braniff election results by the National Mediation Board before beginning



General Vice President
Frank E. Fitzsimmons

contract talks with Braniff management.

Commenting on the election victories, Teamster General Vice President Frank E. Fitzsimmons declared:

"It is difficult to single any one person out for praise in these campaigns to bring modern bargaining techniques to these deserving employees. Everyone connected with the campaigns performed his part in a truly exemplary manner.

"The division is headed up by Henry Breen who had yeoman help from Teamster organizer William Genoese.

"Throughout these organizing campaigns we have pledged the full support of the International Union to the workers involved in securing a decent contract. That pledge stands today," Fitzsimmons declared.



Airline Director Henry Breen is shown as he detailed the Teamster program for Braniff clerical and cargo personnel at giant rally in Dallas.

Teamster organizer William Genoese is shown looking over Braniff election results with happy Braniff employees, at victory celebration in Dallas.



The sign on the wall says "Texas Going Teamster," and go Teamster they did, as Braniff employees voted 34 to 1 to junk their membership in the Brotherhood of Railway Clerks

and get aboard jet-age bargaining with the Teamsters. They are shown here in an organizing meeting shortly before the election.





Gene Hubbard (at the microphone) is shown as he opened the Mid-States East Coast Dairy Conference meeting in

Miami Beach. More than 100 delegates discussed mounting problems in the industry.

Problems Discussed

Mid-States East Coast Dairy Group Holds Annual Meeting in Florida

THE MID-STATES East Coast Dairy Conference held its annual meeting in Miami Beach, Fla., last month and discussed the mounting problems facing the membership in the milk distribution industry across the country.

More than 100 delegates dwelled upon the threats to the wages, hours and conditions of members working particularly in the retail delivery of milk where drastic changes have altered the distribution system in recent years.

Among the proposals offered to solve questions facing milk drivers

was the establishment of a National Dairy Division.

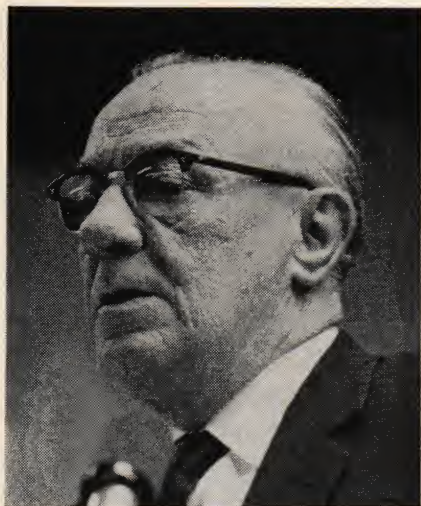
The suggestion was offered by International Vice President Harry A. Tevis of Pittsburgh, Pa., who attended the meeting as a representative of General Vice President Frank E. Fitzsimmons. A previously scheduled meeting with Area Conference directors prevented Fitzsimmons from going to the dairy meeting.

Tevis, bringing "best wishes" from Fitzsimmons for a successful and productive meeting, conveyed the General Vice President's regret at being

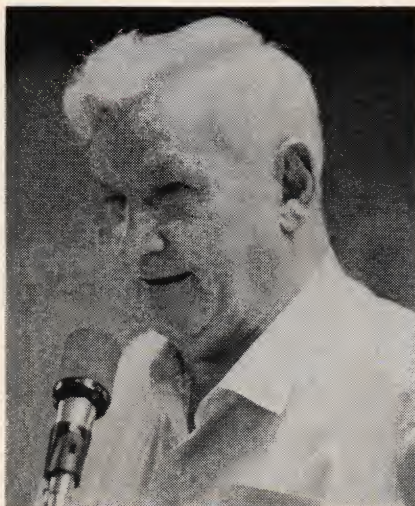
unable to be there in person.

Tevis noted that while the Mid-States East Coast Dairy Conference has been an independent group for many years, "there are many advantages to the establishment of a national division." He added that the Conference was "loaded with talent and knowledge" to bring to such a division.

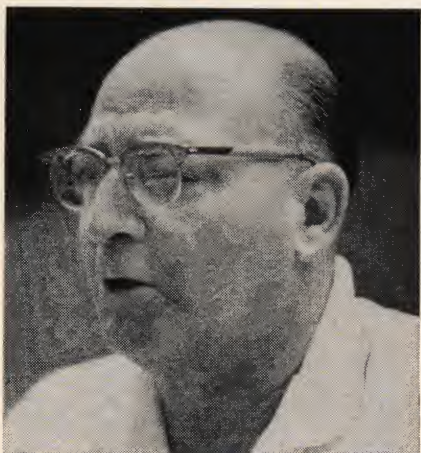
Gene Hubbard of Washington, D.C., chaired the dairy meeting and extended the welcome to the delegates. Thomas J. Haggerty of Chicago, treasurer of the Conference,



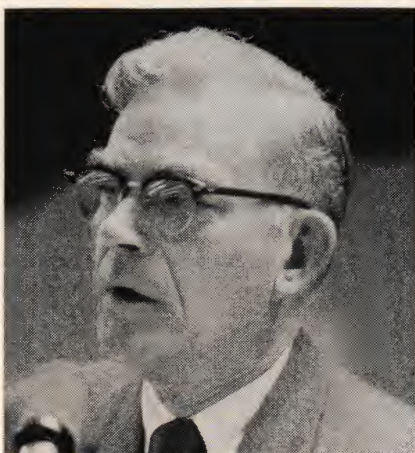
Harry Tevis



Al Dietrich



Larry Korn



James L. Harriman

Dairy conference leaders discuss the agenda (left to right): Howard Haynes of Louisville, Ky., secretary; Gene Hubbard of Washington, D.C., chairman, and Thomas J. Haggerty of Chicago, treasurer.



said the goal of the meeting was to come up with constructive ideas for solutions to problems. Howard Haynes of Louisville, Ky., secretary of the Conference, gave a report on the recent agreements reached with Carnation and Borden.

Among the guests was Al Dietrich, long-time general organizer now working out of Pittsburgh, Pa., who cited changes in the milk industry since he took his first ride on a milk wagon when he was 9 years old "just to ring the bell"—in the days before pasteurization of milk.

Standards

Another speaker was James L. Harriman, assistant administrator of the Wages and Hours Division of the Labor Department. While there were no basic changes in the Fair Labor Standards Act to discuss, he did review some recent decisions in determining standards of outside salesmen definitions in the area of exemptions.

Inasmuch as it was Harriman's third appearance as a Conference speaker, the delegates passed a resolution in appreciation and made him an honorary member of the Conference.

Delegates made floor reports on contract negotiations and new wrinkles in the dairy industry throughout the course of the 4-day meeting.

One of the most illuminating reports was made by Larry Korn, business representative of Teamster Local 39 in Buffalo, N.Y., in which he discussed the so-called 3-sided system of retail milk delivery.

Korn told how he and Robert Stelley, secretary-treasurer of Local 39, visited Kansas City and Toledo where the 3-sided system was developed and, in effect, transplanted it to Buffalo with the full approval of the dairy industry management and the Local 39 membership.

A Comeback

An original 6-month test proved inconclusive and the test period was extended another 5 months, Korn said. At the end of that time, retail sales routes were making a comeback for the first time since 1959.

Korn said the final result was that the men were making more money, the dairies were selling more milk, and by mutual agreement with management, the 3-sided system of retail delivery was made common throughout Buffalo early this year.

Local 735 Negotiates

Paper Workers in Massachusetts Approve Bird & Son Agreement

Some 700 paper workers employed by Bird & Son at mills in East Walpole and Norwood, Mass., recently gave overwhelming approval to a new 3-year contract negotiated by Teamster United Paper & Allied Workers Local 735.

Bob Williams, director of the Teamster Paper Division, said the agreement provided for substantial wage gains at regular intervals. Immediate wage increases amounted to a minimum of 6 per cent. Job adjustments also were negotiated for a majority of the workers.

The contract also contained provisions for the New England Teamsters Pension Plan, tripling the Bird & Son workers' former pension program benefits—far above the industry standard for the area and paid for entirely by company contributions. Pension payments will increase also in each year of the agreement.

Another major breakthrough, Williams said, was negotiation of a Teamster health and welfare plan that includes dental and optical benefits.

Other contract language, particularly in terms of seniority, was

strengthened. Additional provisions include time and one-half for Saturday work, double time for Sunday work, and double time after 12 hours of work.

The agreement was negotiated by Williams and Dick Logan, assistant director of the division, with the aid of a Local 735 committee composed of: Red Paduck, president; Bruno DiCicco, president; Tauno Johnson, secretary-treasurer; Phil Wise, vice president; Leo Burns, trustee; Auvo Aho, chief steward and stewards Al Westhaver, Joe Zabrowski, Howie Elias and John Polovitch.

Williams expressed appreciation for support from General Vice President Frank E. Fitzsimmons and International Vice President Harold J. Gibbons in reaching the agreement.

He also credited help in the negotiations to International Vice President William McCarthy of Boston; Nicholas P. Morrissey, president of Teamster Joint Council 10 in Boston; Weldon Mathis, administrative assistant to Fitzsimmons, and Dominic Zenga, secretary-treasurer of Teamster Local 841.

Local 735 Secretary-Treasurer Johnson attributed the winning of the agreement to the united stand of the Bird & Son workers "backed up by the 2 million Teamsters in the International Union."

Local 735 Vice President Wise noted that the agreement was gained "without a strike while another union at the nearby plant in Phillipsdale took the workers out on a strike for 26 weeks."

● Driver Win

Truck drivers employed by Wilson & Co., Inc., in Logansport, Ind., voted unanimously for representation by Teamster Local 543 of Lafayette, Ind., in a recent National Labor Relations Board election, according to Charles Bradshaw, president of the local union.

● Mail Express

Teamster Local 641 of Jersey City, N.J., recently won a certification election at Mail Express, Inc., in Jersey City, N.J., according to International Vice President Dominick Calabrese, secretary-treasurer of the local union.

The election result was 117 for Local 641, 72 votes for the IUE, 27 ballots were challenged and 1 vote was voided.

Motorist Expresses Appreciation

Dear Sirs:

About 3 p.m., Sunday, March 30th, on the Continental Divide between Deming and Lordsburg, N.M., we—a party of elderly people all over 70—were extended an unusual courtesy by a member of the Teamsters Union.

We had the misfortune to have a right front tire collapse. We tried in vain to get help from passing motorists. Nobody paid any attention to us until a truck driver, Frank Elledge from Jackson, Miss., headed for California, changed the tire for me. It was too difficult a job for a man of my age (86).

I was unable to get his home address so I am taking the advantage of your magazine, a publication he told me all Teamsters read. Each of us appreciate the help voluntarily and humanely given by a Teamster to fellow wayfarers in distress.

Sincerely,
Roland T. Lakey,
St. Clair Shores, Mich.



General Vice President Frank E. Fitzsimmons beams approval at the Bird & Son agreement negotiated by Teamster Local 735 with the aid of the Teamster Paper Division. Shown with Fitzsimmons are (left to right): Phil Wise, Local 735 vice president; Bob Williams, Paper Division director; Dick Logan, Paper Division assistant director, and Bruno DiCicco, Local 735 president.

Seek 1st Contract

Vancouver Pickets Stand Firm In Strike at Photo Company



Cheery pickets maintain their vigil at Hy-Fidelity Photos, Ltd., in Victoria, B.C., in support of Teamster Local 351's effort to gain a first contract for the workers at the firm.

Members of Teamster Local 351 in Vancouver, B.C., have stood firm on the picketline at Hy-Fidelity Photos, Ltd., in Victoria, B.C., since going on strike last November in an effort to gain a first agreement with the company.

John Brown, secretary-treasurer of Local 351, said the workers have stayed together despite the employer's use of scabs.

Hy-Fidelity is a subsidiary of Mortifee Munshaw in Vancouver, with which the local union has an agreement. When the strike began, the local union also placed a picketline on Mortifee Munshaw but the company obtained a court injunction restraining the union from this action on the ground that the firm had no direct relationship to Hy-Fidelity.

Brown said the Hy-Fidelity workers had sought the same agreement as that in effect at Mortifee Munshaw.

Support of the strike, Brown said, has come from the Victoria Labour Council of which Larry Ryan is the secretary.

"While the Teamsters are not affiliated with the council," Brown explained, "the council knows that if we lose this fight, the anti-union lawyer who is representing the company will have something further to show the Chamber of Commerce and the Board of Trade, to influence other companies to fight their respective unions right down the line."

Picketline assistance at Hy-Fidelity has come from representatives of the Canadian Union of Public Employees, International Woodworkers of America, Laborers, Carpenters, the Labour Council, Bob Milliken of Teamster Local 31 and J. Scott, Western Conference of Teamsters organizer.

City Units Won in Evansville

Teamster Local 215 has won several elections among units of Evansville, Ind., city workers in recent weeks.

The local union kicked off its cam-

paign with a unanimous ballot given by the 83 employees of the Waterworks Department. At the same time, employees in the Traffic Engineering Department voted 9 to 1 for the Teamsters.

A few days later, workers in the City Sewer Department cast a 37-to-1 ballot in favor of Local 215. Some 45 employees were eligible to vote.

Shortly afterward, Local 215 emerged victorious in yet another election as 19 employees of the Evansville Zoo voted for Teamster affiliation.

The string of victories brought to 6 the number of city employee units now represented by Local 215. The other units are the sanitation workers and street department employees.

• NAACP Staff

Warren Morse, of the Western Conference of Teamsters staff, has been made a member of the steering committee of the National Association for the Advancement of Colored People.

• Drug Win

Employees of Tucson Wholesale Drug, a wholesale drug firm in Tucson, Ariz., voted for representation by Teamster Local 310 in a recent National Labor Relations Board election.

Velton F. Clark, secretary-treasurer of Local 310, said 11 warehousemen, salesmen, packers, and deliverymen were eligible to vote. The tally was 7 to 4 for the union.

Michigan Retiree Writes

Brother Fitzsimmons:

This is to express my thanks to you, to the Teamsters Union and to Local 283 in Detroit and Jimmy Hoffa for the pension I have received the past four and one-half years. I had a heart attack in April, 1967. My wife and I are thankful for the pension we receive. We would not know what we would have done without it. I receive the Teamster magazine every month and I look all through it. I enjoy the writing of Frank Fitzsimmons and the good points he gives the drivers of today.

James W. Morris,
Vero Beach, Fla.

No. Carolina Local Wins Shoe Case

Blue Ridge Shoe Co., of Boone, N.C., violated the law by refusing to recognize and bargain with Teamster Local 61 of Hickory, N.C., according to a recent decision by the National Labor Relations Board.

Local 61 was certified by the Board as the exclusive representative of all production and maintenance and plant clerical employees at the Blue Ridge plant in Boone after an election.

The union requested a meeting with the company for the purposes of bargaining, but the company refused with the assertion that the election and certification were invalid.

The employer's position in its complaint was the same as that taken in its exceptions to an earlier regional director's report which the Board had adopted.

The Board noted that Blue Ridge had not come forward with any new or previously unavailable evidence that might prompt the Board to re-evaluate the issues which were settled in the representation case.

Reaffirming the union's certification, the Board ordered the company to cease the unlawful conduct and bargain with the union upon request.

Rescue Role



Michael Farrell, a member of Teamster Local 773 in Allentown, Pa., recently was cited for his heroic aid in helping to rescue two men who were in a vehicle that plunged into a river near Naugatuck, Conn. One of the accident victims died. Farrell was named New Jersey driver of the month for his feat and received a plaque and savings bond from the New Jersey Motor Truck Assn.

In Kentucky

Retiring Officers Honored By Local Union at Banquet



Taking part in a Teamster Local 89 retirement dinner honoring officers Joseph Burrell (left) and Gilbert Ryan (right), were Dr. Lorraine Golden, administrator of the Kentuckiana Center; Marion Winstead, Local 89 secretary-treasurer, and Paul W. Priddy, Local 89 president. Priddy presented the key and a bill of sale for a mini-bus to Dr. Golden. The bus was given in honor of Burrell and Ryan.

Two long-time officers of Teamster Local 89 in Louisville, Ky., were honored at a retirement banquet attended by stewards and their wives and officers of the local union and Teamster Joint Council 94.

Guests of honor were Joseph Burrell and Gilbert Ryan.

Burrell served the local union 30 years as a business agent and vice president. He came to the Teamsters after being with the Progressive Mine Workers in the southern part of Illinois for more than 20 years.

Ryan served 19 years as an assistant business agent of the local union of which he has been a member since 1937.

Local 89 purchased a Mini-Coach in honor of Burrell and Ryan and presented it to the Kentuckiana Center for Health, Education and Research, a rehabilitation center for retarded children.

It was the second bus given to the center by the Teamsters—the first

given in conjunction with a testimonial dinner in honor of General Vice President Frank E. Fitzsimmons.

Letter Sent By Ex-Officer In Illinois

Dear Bros. Hoffa and Fitzsimmons:

I received my first pension check and on behalf of my wife and myself, I wish to thank each and every one who made the pension plan possible. It will greatly add to the welfare and security of us both.

I was a truck driver many years before becoming a Teamster in 1939. I also served as trustee and vice president of Local 722 in Ottawa, Ill.

Fraternally,
Raymond R. Barr,
Ottawa, Ill.

In Florida

Teamsters Win 141-to-1 Vote At New Anheuser-Busch Plant

An intensive 3-month organizing campaign at a newly-constructed Anheuser-Busch brewery in Jacksonville, Fla., ended with a smashing Teamster victory last month as plant workers voted 141 to 1 for representation by Teamster Local 512.

An estimated 300 production and maintenance employees will be in the bargaining unit when production begins about June 1.

The Jacksonville brewery is the 8th production unit in the Anheuser-Busch chain that manufactures Budweiser and other top brand beers. A 9th brewery is under construction at Merrimac, N.H.

Anheuser-Busch has emerged in recent years as the nation's largest beer producer. Its 1968 sales topped 18 million barrels—some 18 per cent of all beer sales in the United States.

The ultra-modern, highly automated new brewery in Jacksonville is a twin to the Anheuser-Busch plant completed at Columbus, O., last year. The Columbus crew voted unanimously for Teamster representation by a tally of 97 to 0.

International Vice President Ray Schoessling, secretary-treasurer of the Teamster National Conference of Brewery & Soft Drink Workers, was joined by John Hoh, director of the Conference, in hailing the Jacksonville win as having special significance "in view of the policy and goals of the Conference."

A special meeting of 15 Teamster local unions holding contracts with Anheuser-Busch agreed unanimously at a February meeting to set a goal of national negotiations with the company in 1970 when all the contracts expire about the same time.

"Winning bargaining rights at the Jacksonville brewery," said Schoessling and Hoh, "means that we continue to represent employees at every Anheuser-Busch plant, and this fact strengthens our resolve for national bargaining next year."

In view of this goal, current negotiations for a first agreement at the Jacksonville plant are based upon a 1-year agreement to maintain conformity. A contract meeting of the

newly-organized workers endorsed this policy.

The Jacksonville campaign was a team effort in support of Teamster Local 512 of that city. Planning commenced when the new brewery's foundation was not yet completed. The campaign was under the supervision of Charlie Klare, National Brewery Conference organizer, and Walter Teague of the Southern Conference of Teamsters. Support came from Frank Seban of the Brewery Conference, General Organizer Joe Morgan of Miami, Fla., and Bob Lewis of Teamster Local 6 at the Anheuser-Busch home plant in St. Louis, Mo.

Klare said that with the Jacksonville campaign completed, the National Conference is now concentrating its efforts in Winston-Salem, N.C., where the nation's second largest firm, Jos. Schlitz, is completing construction of what will be the largest single brewery plant ever built in the United States.

Sikorsky Teamsters Ratify Pact

Members of Teamster Local 1150 in Bridgeport, Conn., ratified by an 11-to-1 margin a new 3-year agreement negotiated recently with the Sikorsky Aircraft division of the United Aircraft Corp.

Vincent Capoccitti, Local 1150 secretary-treasurer, called the contract covering 5,000 workers "the best settlement in the aerospace industry in 1969."

Capoccitti said the pact provides for a substantial wage increase over the next 3 years and includes cost-of-living allowances in the second and third years.

Another provision of the agreement calls for custodial workers to be paid on the same scale as production employees, including time and a half on Saturdays, double time on Sundays, and double time and a half on holidays.

Other contract gains included hospitalization insurance paid fully by the company, retirement pension paid by the company up to \$7,800, and a "mini-vacation" of 5 days at Christmas.

These happy Anheuser-Busch employees proudly display the results of their representation ballot at the company's new plant in Jacksonville, Fla. The workers went Teamster by a whopping vote. At far left is Charlie Klare and second from right is Walter Teague; they directed the organizing campaign.



Funds Need Protection

Youngstown Local Spurs Probe Into High Medical Care Costs

Teamster Local 377 provided the leadership recently when labor and management joined hands to do battle with the continually rising costs of hospitalization and medical care in the Youngstown, Ohio, area.

At the invitation of John J. Angelo, Local 377 secretary-treasurer, almost 70 representatives of jointly managed health and welfare funds—including union and management men from the trucking, construction, milling and dairy industries—gathered at the Teamster hall.

Angelo acted as the temporary chairman in the initial move, as he put it, "to bring pressure against the hospitals and medical profession so that they might be surveyed to determine whether rates and fees are justifiable."

Exorbitant Charges

Urging a close look at exorbitant charges for medical care, Angelo brought the problem into sharp focus when he pointed out: "My health and welfare fund trustees, who include labor and management representatives, are concerned about the sacking of the funds. They are reasonably certain that charges billed are excessive—but we must be sure."

He continued:

"Hospital administrators and hospital trustees seem not to care about the way patients are billed. But we care—all contract negotiators care. My management friends and I have screamed at each other over contract negotiations. I demanded more health and welfare benefits for my men and they argued it's too costly."

Angelo said he found himself, like so many union leaders in the land, agreeing with management's "costly" defense. He said that even though health and welfare and pension funds are somewhat stabilized, still "medical and hospital bills are rifling these funds."

Emphasizing that he was not pointing to any specific hospital, Angelo noted that hospitals are big business and do have legitimate cost increases. "But," he said, "hospitals are paying minimum wages to scrubwomen.



John J. Angelo

Trained nurses are getting a little more money. But labor is not to blame for the rising costs of hospital care—it is simply gross mismanagement."

Several speakers took the floor during the meeting. In one instance, the bills of a Youngstown area hospital were cited as an example of excessive

charges; the hospital had billed a patient \$1,855 for a 33-day stay.

Furthermore, it took 3 months of wrangling to get the hospital to itemize the bill. The reason was apparent when the breakdown finally came. The hospital, for example, had charged 25 cents per aspirin tablet; it paid 70 cents per 1,000 tablets.

James Cossler, retired president of Youngstown Building Material & Supply Co., and a management trustee of Local 377's health and welfare fund, spoke proudly of the self-administered fund which became necessary when insurance premiums became prohibitive.

Cossler said: "First the insurance companies tried to emasculate the funds. Now the doctors and hospitals are doing it. To protect these funds, we must act now—with the general public backing us—to minimize spiraling medical care costs."

Angelo supported Cossler's statement by saying that Local 377's insurance rate once was hiked \$80,000 in 1 year. "Rather than pay that sum," he said, "we called in actuaries and set up our own self-administered program."

An actuarial consultant, Michael Kleinman of Cleveland, described the manner in which the best known medical insurance programs are hospital and doctor-oriented. They are kept that way, he explained, by the American Medical Assn.—"the toughest

Blood Giver



Edward Lee Oller, Sr., a member of Teamster Local 89 in Louisville, Ky., is shown after giving his 80th pint of blood to the Red Cross. Oller, an employee of Kentucky Transport Corp., is one of 11 Louisville area residents who have donated 10 gallons or more of blood to the blood program in that area.

union in the nation."

As the labor-management meeting came to a close, a committee was formed with Angelo and Cossler as co-chairmen.

The committee's stated purpose

was: "To study the problem in depth, to organize and channel the obvious interest of the community, and to take such steps as are deemed necessary to insure proper medical treatment at reasonable cost."

Threats and Firings

Miami Local 198 Gains Nod Over Not-So-Sunny Employer

Tasty Box Lunch Co., Inc., of Opa Locka, Fla., violated the law—said the National Labor Relations Board in a recent ruling—by discharging and threatening to discharge employees because of their activity for Teamster Local 198.

The company also threatened to close its doors if the employees voted for union representation.

Included in the decision was a Board order to set the December, 1967 representation election aside and direct a second election among the employees in the appropriate unit.

The examiner found that a supervisor coercively threatened an employee, and that the employer unlawfully threatened an employee with

discharge because of union activity.

Thomas Byrne, following threats of discharge because he was a union organizer, was fired allegedly for drinking during working hours. The examiner found the employer's reasoning to be pretextual because the employer previously had condoned Byrne's practice of drinking a beer on his noon lunch stop.

Also discharged by the employer were Henry C. Walters and Stephen V. Urbancsik, known union organizers. The employer said they were fired "because the insurance company required it."

The "insurance" tale, said the examiner, was shown to be false. He also noted the employer's fabrication

of evidence in an attempt to prove the asserted reason for the firings. In reality, said the examiner, the employer was trying to undercut the union's organizing campaign.

Still 2 other workers were fired, in part as a result of the employer's effort to conceal the discriminatory motives for discharging Walters and Urbancsik. Yet another pair of firings was also found to be unlawful.

The Board ordered Tasty Box Lunch to cease the unlawful conduct. A backpay and reinstatement order was issued to make whole the discriminatees for any loss suffered because of the company's illegal conduct.

● Auto Service

Service employees of Auto Service Center, Inc., of Kansas City, Mo., voted overwhelmingly for representation by Teamster Local 552 in a recent National Labor Relations Board election.

Claude H. Thompson, Local 552 secretary-treasurer, said 14 workers were eligible to ballot. The tally was 12 to 2 in favor of the union.

● Warehousing

Six of 7 warehouse employees working at the Westinghouse Electric Corp., lamp warehouse in Charleroi, Pa., voted for representation by Teamster Local 872 in a recent National Labor Relations Board election, according to William H. Kreuter, Local 872 secretary-treasurer.

Western Auto



Shown signing the Western Auto Contract negotiated by Teamster Local 414 in Fort Wayne, Ind., recently were (left to right): Seated—Jim Coughlin, Local 414 business agent; Harold Schutte, Local 414 secretary-treasurer; Ray Schnuth, warehouse manager; Standing—Allen Ort, Margaret Gable, Gary Zeysing, Ed Atwood and Eugene Bruick, all members of the negotiating committee.

Indiana Teamster Pens Note

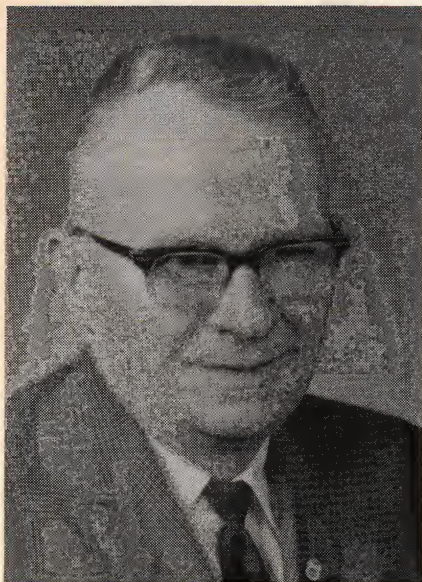
Dear Bro. Fitzsimmons:

I received my first pension check this week. I should like to thank the trustees and members of the Teamsters Union who made this program, the best in our country, possible. I should like especially to express my gratitude to Teamster Local 543 of Lafayette, Ind.

When I look back over the past 31 years, I feel that the lumps everyone took to take the truck driver from what we were considered once "wildcatting bums" to the "gentlemen of the highways" we are today was well worth the effort.

Fraternally,
Owen Hamm,
Crawfordsville, Ind.

Retiree Dies



Enoch Daly, who retired as a business agent and trustee of Teamster Local 371 in Rock Island, Ill., last year, died recently. Daly was a veteran of nearly 40 years in the baking industry.

● Milk Victory

Employees of Spring Grove Dairy, Inc., in Morehead, Ky., recently voted for representation by Teamster Local 505 of Huntington, W.Va., in a recent National Labor Relations Board election.

Homer L. Adkins, Local 505 secretary-treasurer, said 32 workers were eligible to ballot. The tally was 19 to 13 in favor of the union.

Retiree Writes From Indiana

Dear Bro. Fitzsimmons:

I wish to take this opportunity to thank you and James Hoffa for making it possible for me to retire with such a wonderful pension plan.

I would also like to thank my Local president, Loran W. Robbins, James R. Nolan, secretary-treasurer, and Robert E. Martin, business agent, all of Teamster Local 135 in Indianapolis, Ind.

May I also thank the entire Teamster organization for such a wonderful pension plan that makes it a lot easier to get along on retirement.

Fraternally,
Charles L. Houdyshell,
Indianapolis, Ind.

Recognition

Fitzsimmons Named Director of American Arbitration Association

TEAMSTER GENERAL Vice President Frank E. Fitzsimmons has been named a member of the board of directors of the American Arbitration Association.

Announcement of the appointment was made by the Association President, Donald B. Straus, at the AAA annual dinner held at the Pierre Hotel in New York City April 9th.

The dinner featured "An Evening With Secretary of Labor George P. Shultz," at which the Labor Secretary accepted questions from the audience.

In announcing the appointment of Fitzsimmons to the Board of Directors, President Straus said of the IBT General Vice President:

"Frank Fitzsimmons has been active in the International Brotherhood of Teamsters in Detroit from the early days of the union in that city, rising to the office of General Vice President in 1966. A veteran negotiator and organizer, Mr. Fitzsimmons led negotiations for renewal of the National Master Freight Agreement covering some 450,000 workers in 1967."

The appointment to the Board of

Directors of the American Arbitration Association is another in the continuing recognition of Fitzsimmons as both a leader in the trade union movement and in the field of community service.

Recently he was appointed a vice president of the Muscular Dystrophy Associations of America.

The American Arbitration Association has been described by its president as "both the workshop and the laboratory of peacemaking" in the field of labor-management relations.

Its members include the top minds in the field of labor-management relations, including experts from the field of education, the trade union movement, from management, and from the legal profession.

● Drivers Vote

Truck drivers employed by Pilgrim Distributing Corp., a liquor distributor in Newport, Ky., recently voted for representation by Teamster Local 100 of Cincinnati, O., in a National Labor Relations Board election.

Ben D. Collamer, Local 100 secretary-treasurer, said 9 drivers were eligible to vote.

Charity Appeal



Playing prominent roles in a recent Catholic charities appeal in Philadelphia, Pa., were (left to right); William L. Greenberg, secretary-treasurer of Teamster Local 929; Bishop John J. Graham, director of the appeal, and Lawrence Stoltz of the Hotel and Restaurant Workers.

Ding-Dong

Bell Storage Decision Won By Local 107 in Philadelphia

Agreeing with the trial examiner, the National Labor Relations Board ruled recently that Bell Storage & Warehouse committed bargaining violations in a case involving Teamster Local 107 of Philadelphia, Pa.

The ruling noted that the company operated by Edward R. Bell and owned by his father, Edward J. Bell, erred by repudiating and refusing to honor a contract with Local 107, by dealing with unit employees individually, and by unilaterally changing terms of employment.

In late 1967, a majority of the Bell drivers and helpers signed authorization cards and the union requested recognition. A month later, Edward R. Bell signed a contract with the union. Shortly afterward, a dispute arose as to the inadequacy of wages actually paid. Four employees were fired but were reemployed following intervention by Local 107.

Several months later, the union complained that paychecks were short whereupon Edward R. Bell called the workers in, told them he could not afford union wages and added that

he was going out of business. Later, both father and son began calling certain employees, requesting their return to the job as owner-operators of the same trucks formerly used in the business.

The examiner rejected arguments that father and son had owned separate businesses. He found that it was the son who was the employer and signed the contract and later completely terminated his business. He also found that it was the father who later hired the employees as owner-operators.

The examiner concluded that whether the father and the son were partners or had an agency relationship, both were responsible for the unfair labor practices.

Violations included closing the business and terminating employees in retaliation for their asserting rights under the contract, "reopening" the business shortly afterward without recognizing the union, repudiating and refusing to honor the contract, dealing with unit employees individually, and unilaterally changing the terms of em-

ployment.

The Board ordered Bell to cease the unlawful conduct, recognize the union and honor the agreement, plus offer to reinstate all discriminatees and reimburse them for losses.

• In California

Employees of Marlite Division of the Masonite Corp., plant in Modesto, Calif., voted unanimously for representation by Teamster Local 748 of Modesto in a recent National Labor Relations Board election.

Ted J. Gonsalves, Local 748 secretary-treasurer, said nearly 3 dozen laborers processing fiberboard were eligible to ballot. They voted 19 to 0 in favor of the Teamster local over a Lumber and Sawmill Workers local union.

Road Safety Program Needs More Money

Sen. Gaylord Nelson (D-Wis.) testified recently that the federal highway safety program has been so starved for money that it has "literally made no impact on reversing the automobile death rate."

Nelson made the comment as the Senate Commerce Committee began hearings on the highway safety program which Congress established in 1966.

The Senator added that bureaucracy has helped to stymie the safety program and asserted that the safety agency should be detached from the Federal Highway Administration and given more personnel.

"The program has literally made no impact on reversing the automobile death rate, which will climb to over 60,000 a year by 1972," Nelson said. Auto accidents took 53,000 lives when the Act was passed in 1966.

Nelson said further: "There is little point in appropriating any funds at all when there aren't enough people to put the money to good use."

This was in reference to a report that President Nixon, in an economy move, has decided to permit the National Highway Safety Bureau to hire only 40 of the 200 additional employees requested by President Johnson in his proposed budget for the fiscal year starting next July 1.

Foreign Visitors



Walter Shea, administrative assistant to General Vice President Frank E. Fitzsimmons, is shown as he met with a visiting labor delegation in the International Union headquarters. The delegates were representatives of SOHYO, otherwise known as the General Council of Trade Unions of Japan. SOHYO represents about 41 per cent of the 10.5 million workers organized in that country. The delegation also visited the United Auto Workers headquarters.

In San Francisco

Teamsters and Hotel Industry Launch On-the-Job Training

Teamster Local 856 and 37 major hotels in San Francisco, Calif., have joined efforts in an on-the-job training program to provide productive work for so-called hard-core disadvantaged unemployables.

The goal, according to Rudy Tham, secretary-treasurer of Local 856, is to employ at least 100 people within the next 2 years. Local 856 has represented about 600 front desk and office clerical personnel for the past 3 years in hotels belonging to the Hotel Employers Assn., of San Francisco.

Prior to the organization of the industry, hotels in San Francisco had been beset with strife, including "sit-ins" involving minority hiring policies.

Tham said that "knowing the problems confronted by the employers we deal with, we met with the employers and urged them to form a group" and commit themselves to employing at least 100 hard-core unemployed people in classifications represented by the local union.

The union-management "consortium" then applied for a job-training grant through the Department of Labor.

The government came through with a \$274,785 grant. A Teamster Training Council was then established to screen new hires certified by the State

of California as hard-core unemployed.

Tham said the Teamsters Training Council will give the new hires about 6 weeks of pre-on-the-job training while they are actually on the employers' payrolls. The Council gives the employer \$15 per week for 52 weeks to offset the actual cost of the on-the-job training which the employer gives the new hire.

The Teamsters Training Council tests and counsels the new hire, gives him medical and dental examinations, and orientates him to unionism and the hotel industry.

Once on the job, Tham said, the new hire comes under the terms of the contract, the employer draws the \$15 federal sum weekly, and the new hire becomes a wage earner in the community.

The executive committee administering the program is composed of Tham, Ben Leal and Jack McLaughlin, all of Local 856, and for the employers, Henry Lewin, Hilton Hotel vice president, Milton Weber, Bellvue Hotel general manager, Morgan Smith, Sheraton-Palace Hotel general manager, and Mark Sullivan, secretary of the Hotel Employers Assn.

Announcing details of the Teamsters Training Council to train hard-core unemployed for hotel work in San Francisco were (left to right): Rudy Tham and Ben Leal, secretary-treasurer and president respectively of Teamster Local 856; Henry Lewin, Hilton Hotel vice president; IBT Vice President Joseph Diviny of San Francisco, and Mark Sullivan, secretary of the Hotel Employers Assn., of San Francisco.



2,100 Drivers Ratify New 3-Year Pact

Some 2,100 members of Teamster Local 106 in Montreal, Canada, unanimously ratified a new 3-year contract providing them with very substantial pay increases with 11 long-distance transport companies.

Omer Malboeuf headed a 20-mem-



Omer Malboeuf

ber negotiating team in talks that began late last January and ended 2 months later. The agreement covers over-the-road drivers, local cartage drivers, warehousemen and helpers, and garage mechanics.

Malboeuf said the settlement gives the membership wage parity equivalent to workers in Ontario.

Also negotiated were a contributory pension fund, improved vacation scheduling and other fringe benefits.

● Clerical Win

Office workers employed by Macke Variety Vending Co., in Philadelphia, Pa., recently voted for representation by Teamster Local 161 in a National Labor Relations Board election.

John Hetzell, Local 161 secretary-treasurer, said 20 employees were eligible to ballot. The vote was 11 to 9 in favor of the union.

The company vends food and cigarettes.

Each Get \$1,000

Three Teamsters Stop Action Of Four Armed Bank Bandits



Shown receiving their rewards for foiling a bank robbery are 3 members of Teamster Local 931 in Montreal, Canada (left to right): Jack Walsh, Brinks regional manager; A. Primrose, messenger; R. Slobodian, guard; R. Hilbert, driver; Jean Lariviere, Local 931 president, and Arnold Coley, Brinks branch manager.

Three members of Teamster Local 931 in Montreal, Canada, received rewards and congratulations for their quick action recently in apprehending four armed bandits who had just staged a holdup of a local savings

bank.

The Teamsters, A. Primrose, R. Slobodian and R. Hilbert, employees of Brinks, Inc., had just arrived at the bank as the bandits were making their escape. The Brinks men drew their

guns and held the bandits until police arrived.

The Teamsters each were given \$1,000 for their bravery and received the congratulations of Jack Walsh, Eastern Canadian regional manager for Brinks. Also commending the trio were Jean Lariviere, president of Teamster Local 931, and Arnold Coley, Montreal branch manager for Brinks.

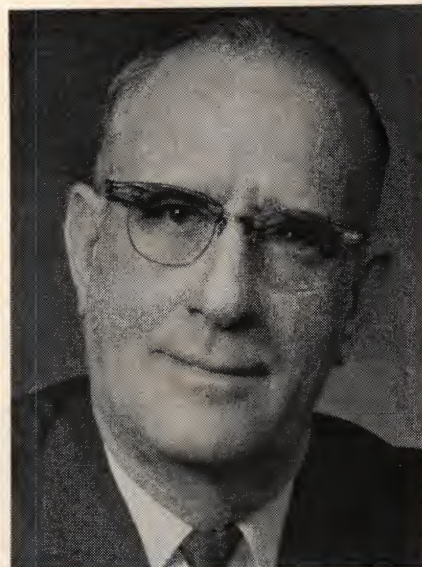
Election Pace Continued By Teamsters

Teamsters Union affiliates continued setting the pace in single-union election victories during the month of February, according to the latest National Labor Relations Board report.

Teamster units took part in 137 of the total of 461 single-union elections—nearly 30 per cent—and won 64 of the 235 victories scored by all unions for a mark of better than 27 per cent.

Employees eligible to vote in the units won by all unions totaled 10,483 of which 958—or 9 per cent—voted Teamster.

Steps Down



Robert E. Curtis has retired as secretary-treasurer of Teamster Local 33, Washington, D.C., after serving as an elected officer for the past 30 years. In addition to his local union work, Curtis served as a trustee on Teamster Joint Council 55, and was a member of the Policy Committee of both the Bakery Division of the Eastern Conference and the National Bakery Conference. In last month's issue of the International Teamster, the wrong cutline appeared under Curtis' picture. We regret the error.

Safe Drivers



James V. Cutrano (left) and Coloman Stefchek, Jr., members of Teamster Local 705 in Chicago, Ill., each have 1,000,000 miles of accident-free driving. Both are employed by Roadway Express. Stefchek is a steward.

Court Rules:

Longshoremen Must Handle Teamster-Packed Containers

A San Francisco judge recently upheld a labor arbitrator's ruling that longshoremen in West Coast ports must, under terms of a contract which has 2 years to run, load cargo in containers that are packed by Teamsters.

Arbitrator Sam Kagel had earlier held that a boycott of the containerized cargo by members of the Inter-

national Longshoremen's and Warehousemen's Union was in violation of their contract with the Pacific Maritime Assn. When ILWU members declined to accept Kagel's ruling and continued their refusal to handle containers packed by Teamsters Union members, management took the issue to court.

The boycott of Teamster-packed containers began last March 17th. It resulted in about 400 longshoremen being dismissed from jobs in various coastal ports in the succeeding days.

Meanwhile, the ILWU and the PMA turned to arbitration for an interpretation of the contract's language. In the past, the arbiter has had the final say in matters over which the union and employers differ.

10 Per Cent

After Kagel held the workers were required to handle Teamster-packed containers—only about 10 per cent of all cargo is now containerized—the ILWU members continued their refusal to do so, leading to the litigation.

Judge Robert Peckham's decision supporting Kagel's ruling, however, is likewise being ignored by ILWU members in most ports.

The ILWU leadership has not indicated its future course of action, nor has the PMA indicated what it will do in the event that the boycott of containerized cargo continues for very long.

Pennsylvania Retiree Sends 'Thanks' Note

Dear Sirs:

I wish to thank the officers of Teamster Local 463 in Philadelphia, Pa., James Hoffa, William Kaiser, Albert Sabin and Frank Fitzsimmons for a wonderful pension after 31 years of service. I am very grateful.

Faternally Yours,
Lucas S. Wilson,
Margate City, Pa.

Oil Contract Sets Pattern In the West

Teamster Local 986 of Los Angeles, Calif., recently negotiated a 2-year agreement covering around 450 members employed by 5 major petroleum firms in the Los Angeles area. The contract is expected to set the pattern for oil company settlements with Teamster locals in other areas of the west.

M. E. Anderson, Local 986 secretary-treasurer, said the agreement provides for substantial wage increases for drivers and for the first time fixed a common expiration date.

Anderson said the settlement achieved some uniformity in petroleum contracts for the first time. He said the wage gains bring the scale closer to what prevails in trucking generally. He added:

"All the companies have agreed to apply the pattern set by this settlement to contracts they will be negotiating with other Teamster local unions in western states so broad uniformity will prevail by the time our next negotiations get underway."

Signatories to the agreement are Humble, Phillips 66, Mobil Oil, Atlantic-Richfield and Pure Oil-Union 76. It also will apply to Teamsters employed in Southern California by Seaside Oil and American Oil.

Senate Study Says Elderly Need More \$

Three of every 10 Americans over the age of 65 are living in poverty, according to a report by a Senate Committee on Aging.

A study made by a 4-member task force disclosed that half of the older people living alone or with non-relatives in 1967 had incomes below \$1,480 annually. One-fourth of the senior citizens had incomes of \$1,000 or less a year.

The report stated:

"Many of these aged people did not become poor until they became old . . . Unless positive action is taken, the economic positions of persons now old will deteriorate markedly in the years ahead because the Social Security system will be unable to keep up with the rising income needs of the aged."

Local 882 Wins NLRB Case

Bill Pierre Ford, Inc., of Seattle, Wash., violated the law by discharging Richard Bower, by threatening an employee with reprisal, and by interrogating another worker concerning Bower's activities for Teamster Local 882, said the National Labor Relations Board in a recent decision.

The company argued that Bower was discharged for insubordination and that he had been given prior warnings. While the employer dismissed Bower's union activity as a "coincidence" to the discharge, the examiner found otherwise.

In fact, the examiner found that the appearance of union activity during the day was the only reasonable explanation for the urgency of the employer's actions which culminated in Bower's discharge.

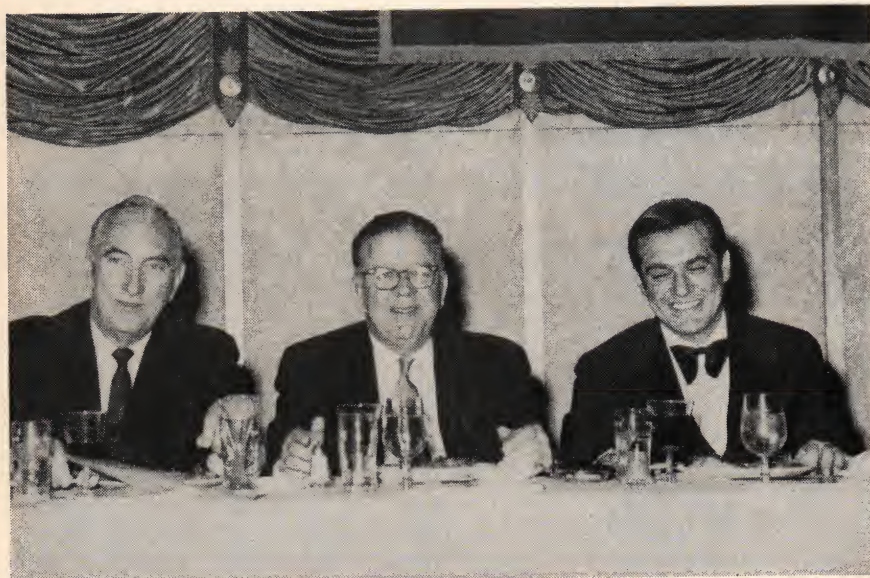
Also noted was the company's other coercive conduct indicating that it was disturbed by the advent of union activity. The examiner decided that union activity was the primary reason for the firing.

It was also determined by the examiner that the employer unlawfully asked another worker if he knew who was causing the union activity and whether Bower was the instigator. Yet another employee was told by the employer that he would meet with economic reprisal if he engaged in union activity.

The Board ordered the company to cease the unlawful conduct and to offer Bower reinstatement and make him whole for any loss suffered as a result of the discrimination against him.

New York City

Fitzsimmons Helps Launch Local's Scholarship Program



Taking part in a dinner-dance to underwrite scholarships for children of Teamster Local 707 members were (left to right): IBT Vice President Harold J. Gibbons of St. Louis, Mo.; General Vice President Frank E. Fitzsimmons, and Louis J. Alimena, president of Local 707.

General Vice President Frank E. Fitzsimmons and other high-ranking International Union officers helped Teamster Local 707 of New York City launch its scholarship program for youngsters of members at a recent dinner-dance.

Fitzsimmons, in a brief talk before the banquet affair attended by 1,300, hailed the growth of Local 707 under the leadership of Louis J. Alimena, president, and applauded the union's

stress on education aid. Proceeds of the event were enough to establish 2 scholarships immediately.

Mrs. Josephine Hoffa, wife of General President James R. Hoffa, and their daughter, Mrs. Barbara Crancer, also were in attendance.

General Secretary-Treasurer Thomas E. Flynn, and International Vice Presidents Joseph Trerotola of New York City and Harold J. Gibbons of St. Louis also were at the head table.

the election, the hospital's executive director held several meetings with the workers. At one such meeting, the employer voiced numerous threats of loss of benefits should the union become the employees' bargaining representative. The employer stated that it would cease giving loans to employees, that the workers would no longer receive free meals, and that there would be a reduction in wages. This conduct violated the Act.

The examiner found further that the employer's interrogation of certain workers had the natural tendency to create the impression that the hospital was considering reprisals against union supporters and was therefore unlawful.

It was also found that the employer threatened the loss of fringe benefits and also threatened discharge if the union won the election.

Generally, the examiner decided, the hospital's conduct had a coercive impact on the employees and tended to prevent them from making a rational election decision. Too, it was found that the employer's delaying of balloting and other negative conduct created a sufficient disturbance and interruption of the election to tend to interfere with the employees' freedom of choice.

The first election was set aside by the Board and a second election was ordered. The Board also ordered Fairview to cease the unlawful conduct and to offer Louis Rodriguez reinstatement and make him whole for any loss suffered as a result of the discrimination against him.

● 1st Contract

Teamster Local 829 recently negotiated a first contract for 42 employees of the meat and produce division of Purity Supreme Co., of Boston, Mass.

Daniel J. O'Hare, Local 829 secretary-treasurer, said the agreement made the Purity Supreme workers the highest paid of any wholesale grocery company in the area.

● Strike Won

After a 15-day strike against the Ready-Mix industry in Memphis, Tenn., Teamster Local 984 won a substantial wage increase in a new 3-year agreement.

M. R. Holliday, Local 984 president, said the contract also provided for insurance and pension programs with an increase in vacations and, for the first time, jury pay.

Rx and Coercion

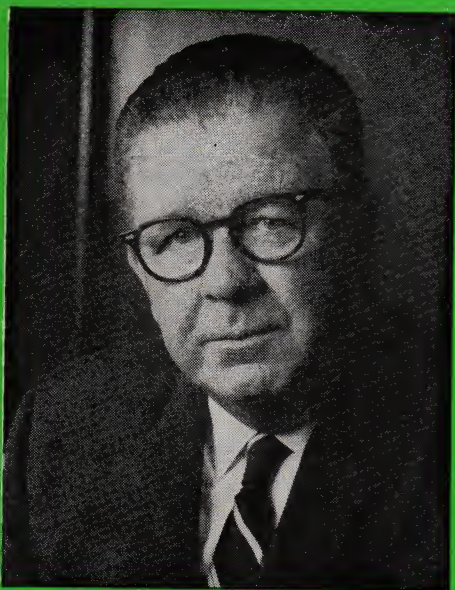
Chicago Local Wins Decision In 'Unfair' Hospital Action

The National Labor Relations Board ruled recently that Fairview Hospital of Chicago, Ill., violated the law by discriminatorily firing a worker, by threatening employees and by interrogating others regarding their sympathies for Teamster Local 743 and Building Service Employees Local 73.

The trial examiner found that Louis

Rodriguez was discharged on the day before an NLRB election because the employer learned that he was supporting the union. The examiner noted that Rodriguez was a more reliable witness than the employer, whose testimony was incongruous and inconsistent.

Testimony revealed that preceding



Frank E. Fitzsimmons

"I cannot help but believe that the American working people are concerned about the present tax system. And, their concern is both because taxes are sky high and because they know that everyone is not paying his fair share."

House Ways and Means Committee Holds Key for Tax Reform

THEY'RE TELLING the story in Washington, D.C., about the man who complained to police that \$30 worth of groceries was swiped from the glove compartment of his car.

Or, maybe it happened in your town?

Nevertheless, as April 15th rolled around, wage earners across the land were coughing up money which could have gone to buy groceries, for a major appliance for the home, or into the savings account to help the kids with a college education.

They were coughing it up and mailing it to the Internal Revenue Service as the income tax bite hit harder than it has ever hit before.

While there might be some argument whether \$30 worth of groceries at today's prices would really fill the glove compartment of a car, there was also an argument brewing in the Nation's Capital about whether a taxpayers' revolt is real or imagined.

Typical of the agonizing experiences of American taxpayers was that of a truck driver living in Montgomery County, Maryland. He used the 1040 form and itemized his deductions. After laboring over receipts and

records, he came up with the figure he owed Uncle Sam.

Then, turning his attention to the latest tax wrinkle, he multiplied that figure by .075 per cent and added that total to his tax, thus satisfying the infamous surtax. Next year, he will multiply by 10 per cent.

Then, using figures from his federal return, he began on his state income tax. After another round with the painful arithmetic, he found out what he owed the State of Maryland.

But, that was not all.

Because he lived in Montgomery County, Maryland, he multiplied his state tax by 35 per cent to arrive at the figure he owed the County.

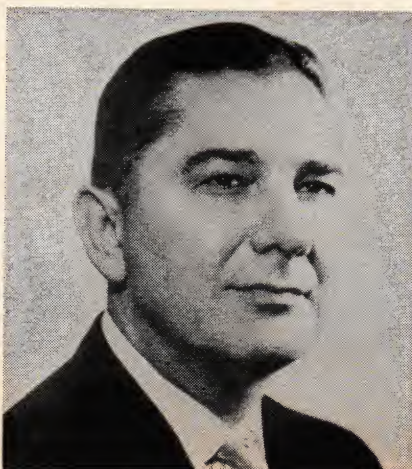
He will do the same next year, only the county tax then jumps 50 per cent of the total he will owe the state.

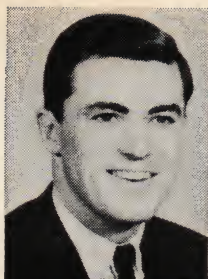
And, if that wasn't enough to make the future bleak on his personal economic front, he could look forward to an increase in the state sales tax from 3 to 5 per cent.

When he finished his tax reporting chore, a longing for tax reform was foremost in his mind.

Tax reform has long been the dream of the average American taxpayer. It

Wilbur D. Mills
Chairman
Ways and Means
Committee





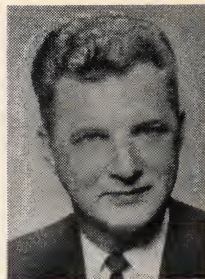
William
Green



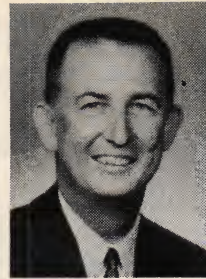
Hale
Boggs



Jacob
Gilbert



Harold
Collier



Sam
Gibbons



Dan
Rostenkowski

House Ways and Means Committee

The congressmen listed below hold the key to meaningful tax reform in their hands. They are the members of the House Ways and Means Committee from which tax reform legislation must originate, or from which approval must be won before such legislation can be enacted into law.

Wilbur D. Mills (D-Ark.)—Chairman

Hale Boggs (D-La.)

John C. Watts (D-Ky.)

Al Ullman (D-Ore.)

James A. Burke
(D-Mass.)

Martha W. Griffiths
(D-Mich.)

Dan Rostenkowski
(D-Ill.)

Phil M. Landrum
(D-Ga.)

Charles A. Vanik
(D-Ohio)

Richard Fulton
(D-Tenn.)

Jacob H. Gilbert
(D-N.Y.)

Omar Burleson (D-Tex.)

James C. Corman
(D-Calif.)

William J. Green (D-Pa.)

Sam M. Gibbons
(D-Fla.)

John W. Byrnes
(R-Wisc.)

James B. Utt (R-Calif.)

Jackson E. Betts
(R-Ohio)

Herman T. Schneebeli
(R-Pa.)

Harold R. Collier (R-Ill.)

Joel T. Broyhill (R-Va.)

Barber B. Conable, Jr.
(R-N.Y.)

George Bush (R-Tex.)

Rogers C. B. Morton
(R-Md.)

Charles Chamberlain
(R-Mich.)

Address your letters calling for meaningful tax reform to those Congressmen in care of the House Office Building, Washington, D. C.

has long been the fear of the nation's rich who do not look forward to a day when tax laws will be rewritten to require that they pay their fair share.

As the April 15th deadline for tax reporting neared last month, Press Associates, a Washington, D. C., based reporting service, held out little hope for the taxpayer waiting for the Administration to take the lead in the tax reform legislation. Said Press Associates:

"On the critical issue of tax reform, there seems to be no disposition of the Administration to move decisively despite the fact that a 'tax revolt' appears to be brewing.

"This has left the door open to the House Ways and Means Committee to move ahead with its program. Hearings have been held. The Administration has indicated it will not present a comprehensive tax reform program before the end of the year."

In another release, Press Associates had reported that the Nixon Administration had asked the Congress to continue the 10 per cent surtax for another year. Without enabling legislation, it is scheduled to die July 1, 1969, but its lifespan is expected to be extended by a legislative transplant in accord with the wishes of the Administration.

Grass Roots Demand

There are, however, warnings coming from unorganized labor and its leaders that there is a strong grass roots demand for meaningful tax reform, and these warnings have been heightened by action taken by individual labor bodies and unions across the country.

The Wisconsin State Council of Machinists, representing some 50,000 IAM members, has voted unanimously to demand that Congress enact a thorough reform of the federal tax system.

In Akron, Ohio, President Thomas E. Boyle, of the Chemical Workers, called for "far-reaching changes in the U.S. federal tax system."

He charged that tax loopholes are "threatening the nation's confidence in the entire system."

Walter P. Reuther, UAW president, has proposed sweeping reform of the nation's tax laws "which now overburden the poor while permitting many of the wealthy to escape

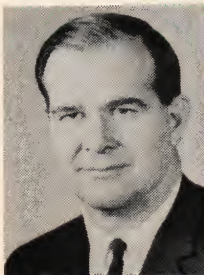
Al
Ullman



Richard
Fulton



Barber
Conable



John
Byrnes



Jackson
Betts



James
Burke





Charles
Vanik



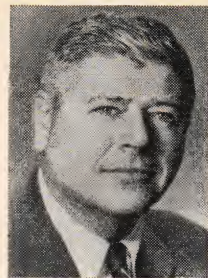
Martha
Griffiths



Herman
Schneebeli



John
Watts



Rogers
Morton



Omar
Burleson

their fair share—or any share of the tax load.”

Reuther's recommendations were submitted to the House Ways and Means Committee. Included in his recommendations was the one that employees not be taxed for social security on money earned which is below the poverty level, with the difference made up by the Federal government from general revenues. And he urged broad liberalization of the standard deduction, including an increase in the ceiling to \$1,800.

Currently, the exemption for dependents is \$600 each. This was established in 1948. Since that time the cost of living has increased 48.1 per cent. Sen. Yarborough has a bill pending to increase the exemption to \$1200.

“The American people need a fair tax system—not some day, but NOW.”

That was the slogan printed on a cardboard poster that dominated a press conference by President Joseph A. Beirne, of the Communications Workers, at which the union announced its opposition to the extension of the 10 per cent income surtax, on the grounds that the tax is unfair to American workers.

At the 18th Biennial convention of the International Longshoremen's and Warehousemen's Union, in Los Angeles, that union urged the federal government to guarantee a minimum income to all Americans by means of “a negative income tax.”

This proposal, which has been gaining favor around the country during the last several years, would set a “break-even level” of income as the dividing line between the poor and the non-poor.

If the income amounted to less than the break-even level, the family would receive a payment instead of paying taxes. The ILWU suggests \$4,000 a year for a family of four as the break even point.

AFL-CIO President George Meany has told Congress that American union members are tired of paying the tax share of millionaires who pay little or nothing in income taxes.

Throughout labor, there is a growing demand for tax reform, that demand taking different approaches and expressed in different terms. But, basically, labor is calling for:

1. Elimination of the preferential tax treatment now accorded capital gains.

2. Elimination of the special provisions which permit oil operators, real estate investors and hobby farmers to write off non-existent costs.

3. An end to the wasteful tax-interest federal subsidy to state and local governments in the form of tax-exempt bonds.

4. Elimination of the 7 per cent investment credit and extra-fast depreciation, except for those investing in low and moderate cost housing.

5. Limitations on tax-exempt foundations.

6. Elimination of the “unlimited” charitable contributions which have become a gimmick.

7. A thorough re-examination of tax privileges that favor the growth of conglomerates and monopolies.

8. Elimination of tax privileges which permit rich corporations to “spin off” into subsidiaries which pay lower tax on the first \$25,000 of income.

The unfairness of the 10 per cent surtax has been cited. Labor says that a flat percentage tax on top of the existing tax is a fair way to divide the burden of increase in taxes—but only if the original burden is fair.

Labor also is critical of a system which keeps on the tax rolls those whose incomes are below government poverty-incomes.

Also, organized labor is strongly emphasizing the fact that the present \$600 exemption for dependents is far out of tune with the present cost of supporting a dependent.

And, to the union member who noticed the recent increase in the cost of fuel for his auto when he last drove up to the gas pump, the 27½ per cent oil depletion allowance enjoyed by the petroleum giants is about as easy to swallow as a mouthful of dry crackers in the middle of the desert.

At this juncture, the only hope for the average American taxpayer seems to be an outcry to the Congress from the rank-and-file voters.

The Congressmen on the House Ways and Means Committee apparently hold the key.

But, the key might be a bit difficult to turn, as Congressmen are highly dependent for campaign funds at

Phil
Landrum



James
Utt



George
Bush



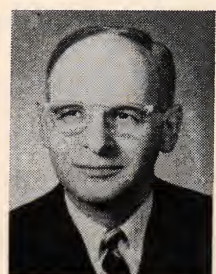
James
Corman



Joel
Broyhill



Charles
Chamberlain



election time upon those who are now escaping their fair share of the tax burden.

The names and address of those key members of Congress appear elsewhere with this article.

If they receive enough letters from American taxpayers to convince them that the folks back home are fed up with the unfairness of the present tax system, they might believe that a taxpayers' revolt is real, indeed.

Believing that, they might rewrite the tax laws which help the rich get richer, and make a decent standard of living only a carrot on a stick which the American worker has been trying to catch for years. Present tax inequities put the carrot entirely out of reach.

If there are those in the Congress who are misreading the concern of American workers over the present unfairness of the tax system, it is probably because they do not realize that today's American worker is much more sophisticated than his forefathers.

Mr. Average American Worker is very much aware that interest rates are at their highest point in history. He is especially concerned when he is told that his union should hold down wage demands in negotiations when interest on installment purchases and home mortgages increase the cost of everything he buys in the market place.

His confidence in the fairness of the system is further shaken when he realizes that high profits and business investments—estimated to shoot up 14 per cent this year—are the real villains in the nation's fight against inflation.

It Doesn't Add Up

Mr. American Worker knows, for example, that special tax breaks, like the 7 per cent tax credit on new investment in new equipment and double depreciation on new construction lessen the impact of high interest levels on business—and the high interest rate is supposed to conquer inflation. It just doesn't add up.

It doesn't add up because as a consumer, the American worker has no writeoff against high interest on the things he buys.

He also knows that from 1960 to 1968, after-tax profits moved up 91 per cent, and dividend payments to stockholders went up 84 per cent.

When he compares the percentage increase won for him through collective bargaining—hindered by government guidelines—he quickly knows that wage increases have nowhere near approached the levels of increased profits and stock dividends.

It is against that kind of a background that a taxpayers' revolt is having real beginnings. Against that background, the American workers are beginning to ask: "What goes on here?"

American workers have always accepted their obligation of citizenship. They have their income tax withheld from their pay checks. They have none of the loopholes through which to crawl with income which others avoid paying taxes on.

They send their children off to war in greater numbers, and with less deferments, than do the parents of the rich. They earn their living with their hands and skills instead of from unearned rent and from stock dividends. And, up until now, in their quest for a decent standard of living, they have been willing to play the game.

But there is a growing rumble in the country that the American working man—still with his obligation of civic

responsibility—wants the rules changed.

He wants them changed so that, as at the track meet, if the race is run around turns, the starting blocks are staggered so that everyone runs the same distance.

And, isn't that what America is all about?

REMEMBER THE old saying: "Nothing is so sure as death and taxes."

Well, only half of the old adage is true, anymore, at least for 381 Americans with incomes of over \$100,000, 21 of them millionaires, who danced to a taxless tune April 15, 1968, and who probably did a taxless Tango again April 15, 1969.

And, the National Association of Manufacturers served notice that it intends to wage savage battle against any meaningful tax reform by declaring its objections to a suggested minimum tax on the wealthy. Spokesman for the NAM was Donald H. Gleason in testimony prepared for the tax reform hearings of the House Ways and Means Committee.

Gleason also made a pitch for increasing the present 25 per cent loophole for those enjoying capital gains to 50 per cent.

Also, the American Farm Bureau Federation put its toe in the tax revolt bath tub to test the temperature. It suggested that the loophole for 'hobby farmers' be closed a bit, but found the water too hot to come completely clean. Its proposal was that 'hobby farmers' still be allowed a \$15,000 loophole, 'reasoning' that more extreme measures might eliminate a tax break for legitimate farmers.

Both organizations ran true to form, calling for retention of the 27½ per cent oil and mineral depletion allowance loophole now enjoyed by the nation's petroleum industry.

What the NAM spokesman objected to was a proposal by the Treasury Department, which, in general, would limit the amount of tax preference an individual could claim to one-half of his total income.

The proposal is called LTP (limit on tax preference), and ran contrary to many reports that the Nixon Administration would not submit tax reform proposals to the Congress until the end of the year.

As this issue of the International Teamster went to press, President Nixon proposed to Congress repeal of the 7 percent investment tax credit and reduction of the 10 percent surtax to 5 per cent beginning next January 1st.

In the meantime, 2.2 million Americans who live below the \$2,200 government poverty line (for married couples) paid tax April 15th on those meager earnings. They helped 35 million average American tax payers cough up one-half of all the money received by the Internal Revenue Service.

They were paying through the nose while the tax for millionaires and giant corporations was Kleenex thin.

DRIVE REPORT

Truck Drivers Benefit From Insurance Decision

The Ladies and Legislation



Congresswoman Martha W. Griffiths (D-Mich.) and Josephine Hoffa, wife of General President James R. Hoffa and president of National DRIVE Ladies Auxiliaries, typify the impact of the fairer sex on politics and legislation as they discuss both at a recent meeting in the U.S. Capitol.

Minn. DRIVE Goes Into Action

As a direct result of Minnesota DRIVE activity, auto insurance companies in that state were ordered recently by the Minnesota insurance commissioner to cease making surcharges on personal auto insurance to drivers for accidents occurring while operating emergency or commercial vehicles.

The directive also prohibited surcharges on a driver's personal auto insurance for violations while driving emergency or commercial vehicles—with certain obvious exceptions such as drunk driving, speeding, reckless driving, etc.

Spurring the change was Carl Kiemmen, chairman of the executive board of Minnesota DRIVE. Originally, DRIVE planned to seek the insurance reform through legislation but abandoned that move in favor of negotiation with the insurance commission.

DRIVE sought correction of insurance abuses because of the large number of truck drivers, members of Teamsters Unions, who had their premiums increased from \$100 to \$200 per year on their personal auto insurance, or had their personal insurance canceled because of mishaps while driving commercial vehicles.

After Minnesota DRIVE presented its case, Thomas C. Hunt, Minnesota insurance commissioner, addressed the following letter to all auto insurance companies licensed to do business in the state:

"There seems to be almost unanimous agreement (in a survey of individual companies and major rating bureaus) that surcharges for accidents which occur while driving an emergency or commercial vehicle should not be reflected in the driver's personal

(Continued on page 26)

Deception

Congress Blamed for Failure Of Consumer Protection Laws

James L. Goddard, former Food and Drugs commissioner, recently put the blame on Congress for failures of consumer protection measures.

Testifying before a Senate government operations subcommittee, Goddard complained that Congress passes legislation such as the Fair Packaging and Labeling Act and then fails to provide adequate funds for enforcement.

He added that the financial disclosure mechanism adopted by the Senate and the House was "deceptive packaging." He called it the "very

sort of deception that Congress itself said was not proper in the American marketplace."

Goddard stressed that disclosure in Congress is a consumer issue "for it relates to hidden entanglements and conflicts of interest affecting the course of consumer protection."

Congress could take no more vital step toward consumer protection, Goddard said, than to submit to complete and public disclosure of all professional financial and business holdings or associations.

California Senator Hits Inflation Remedies Which Depend On Degrees of Unemployment

By
Sen. Alan Cranston
(D-Calif.)

No one is sure that the steps the Nixon administration is taking to combat inflation—"tight" money and a so-called "tight" budget, with continued high taxes and increasingly higher interest rates—will, in fact, do the job.

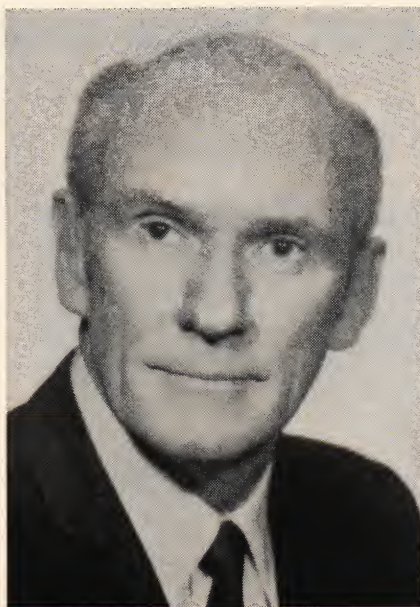
But there is one thing of which nearly everyone, in or out of the administration, does seem certain: that conventional anti-inflationary measures will increase unemployment.

Secretary of Labor George P. Shultz concedes that the administration's anti-inflation program could cause an increase of 300,000 to 500,000 jobless by the end of this year. The AFL-CIO thinks the number of lay-offs will be closer to 780,000. A Wall Street Journal article suggests it could be 1,000,000.

They would come in addition to the 2,600,000 Americans already listed among the ranks of the unemployed and the countless numbers of the under-employed who, as Senator Walter F. Mondale has pointed out, "live in pockets of poverty in the midst of unprecedented plenty."

Who are these unhappy Americans, these fellow citizens of ours who are either already unemployed or are likely to lose their precarious hold on their jobs if work becomes more scarce?

We all know who they are. They are those among us who traditionally are the last to be hired when times are good and the first to be fired when things get tough. They are the unskilled and semi-skilled workers, especially but by no means entirely,



those from minority groups; women, working part-time to help support their families; elderly persons, doing odd jobs to make ends meet on pensions suffering from steadily diminishing purchasing power.

Those who are working now have proved they do not fit the stereotypes held by some affluent Americans. They have disproved the theory that they are shiftless, idle loafers who prefer welfare to work.

Many who are not working now don't fit the free-loading stereotypes either: youngsters who have just graduated from high school, adults who have just completed job-training courses, servicemen who have just returned from fighting in Vietnam.

A large number of them are finding we have no room for them in our economy; 70,000 to 80,000 military veterans are coming into the job market every month, but many find there are no jobs for them there.

Tragically and predominantly, our unhappy Americans are teenagers and blacks, whose unemployment rate already is two and three times higher than the national average. In some

critical urban areas, between 30 and 40 percent of the teenagers and blacks are right now skulking the streets out of work.

The administration's anti-inflation program will almost surely push their numbers even higher.

The people who will be hit hardest by deflationary attempts to cool down the economy are, in a word, the very people for whom the so-called overheated economy isn't so hot to begin with; people without capital reserves who can least afford to be without an income; people who, because of a fixed and limited income—or no steady income at all—are already being mauled by the soaring cost of living.

That is the bitter paradox: those who already suffer the most from inflation will be the same people who will suffer most from efforts to curb inflation.

That is, unless we show enough imagination and creativity to keep it from happening.

Unacceptable

I reject all approaches to overcoming the problems of inflation that are based upon the notion that *any* level of unemployment is proper.

I find unacceptable the notion that there is any such thing as an "acceptable" increase in unemployment. Acceptable to whom? I want to know.

Unemployment is not a private inconvenience to be kept at acceptable levels. It is a national scourge to be wiped out altogether.

I believe that every man and woman willing to work and physically and mentally able to work is entitled to work. I believe that every American who wants productive, gainful employment has a right to productive, gainful employment.

And if, at any moment and for any reason, private industry is not able to provide full employment for our people, then I believe the government has the responsibility to step into the gap as the employer or investor of last resort.

That is especially true, it seems to me, if people lose their jobs or are unable to find jobs in private industry because of deliberate governmental

Insurance . . .

(Continued from page 25)

automobile insurance premium.

"Our survey indicates a less clear agreement on the part of the carriers with respect to surcharging personal automobiles for moving violations which occur while operating emergency or commercial vehicles."

The new procedure was termed an equitable one and was worked out with representatives of Minnesota DRIVE, officials of the Minnesota drivers and chauffeurs licensing division, the insurance industry and members of the state legislature.

action. Like slowing down our economic growth in order to protect the stability of the dollar.

Let us pause and think this through carefully.

I hold it unwise, improper and utterly unjust for our government to act to protect the value of some people's dollars, and then do nothing when, as a consequence, other people are deprived of their dollars altogether.

I simply cannot accept the view that the government can stand idly by while our lowest and most vulnerable wage earners pay for the cost of our economic stability with their livelihoods.

It is particularly outrageous for us even to contemplate letting that happen when our so-called anti-inflationary measures are still in their experimental stage: though we know they will cause unemployment, we do not know that they will really cure inflation.

Nothing for Workers

American Farm Bureau Arrogance Revealed in Labor Law Proposal

In a maneuver indicating a major switch in its policy, the anti-union American Farm Bureau Federation (AFBF) has come up with a proposal for establishing a separate national labor relations policy for agricultural workers.

Formerly, the AFBF had fought strenuously against extending any form of Taft-Hartley Act coverage to farm workers.

The new proposal, as voiced before a Senate labor subcommittee recently by Charles B. Shuman, president of the Farm Bureau, would ~~seem to~~ drape a brand new set of chains around the shoulders of farm workers — guaranteeing them absolute protection in the process. ~~entirely no~~ ~~subcommittee members~~ ~~when they heard Shuman's proposal~~ that appeared to be the first "applauded" the grower group that a labor plan which desirable in agriculture.

Capitol Hill observers' reaction by were amazed at the arrogance of law is Farm Bureau plan.

In a nutshell, Shuman's proposal would put a ban on strikes and boycotts, and maintenance of the open shop.

If the national interest demands a policy that puts people out of work, however unintentionally and however temporarily, then the nation owes a special responsibility to those people. If private industry cannot give them employment, the government must.

No measure that will cause a rise in unemployment is acceptable, in my view, unless it is offset by a positive, constructive program to eliminate that unemployment.

I believe the President has a responsibility, and I believe we in Congress have a responsibility, to formulate such a program.

Let us set to the task of guaranteeing a job for every able-bodied American.

The result will be good not only for the men and women of today, it will be good for the men and women of tomorrow; it will be good not only for our dollars, it will be good for our souls.

Shuman said the "individual workers would have the right to quit and get another job if they did not like the pay or working conditions with their employer." This, he contended, would give the workers "adequate bargaining power."

He said the proposed law would not prevent all farmers of an area from agreeing among themselves on the wages they would pay for farm workers.

Farm Labor Bill Placed In Hopper

Rep. James G. O'Hara (D-Mich.) and 56 other members of the House of Representatives placed in the congressional hopper a bill to extend federal labor law coverage to farm workers.

O'Hara, principal author of the bill, said the measure would "substitute the rule of law for the law of the jungle" in the relations of farm workers with their employers.

The legislation would bring farm workers under the Taft-Hartley Act, permitting the workers to organize in unions following proper representation elections.

A similar bill was introduced in the 90th Congress by O'Hara. It was okayed by the House Education and Labor Committee but died in the House Rules Committee.

Death Takes DRIVE Leader



Death claimed one of DRIVE's most effective leaders, Mrs. Odell Smith, wife of the president of Teamster Local 878. Mrs. Smith was president of DRIVE Ladies Auxiliary for Local 878 since its inception, a leader of early motorcades to Washington, D.C., and a social worker in her community. She is pictured here distributing gifts at the Crippled Children's Home in Little Rock, Arkansas.

May, 1969



SPOTLIGHT ON Legislation and Politics



• Future Candidates

Holders of two famous names are reported considering running for the Senate in the future. Arthur J. Goldberg, former U.S. Supreme Court Justice is thinking of the Democratic nomination in New York State; John H. Glenn, Jr., astronaut pioneer, is mulling over the idea of running in Ohio as a Democrat candidate.

• Ambitious Congressmen

Several U.S. Representatives are reported eyeing races for higher office this year and next. Biggest scramble is in Minnesota where Reps. Albert Quie and C. MacGregor, Republicans, are taking aim at McCarthy's Senate seat. Rep. D. M. Fraser is considered a challenger to Hubert Humphrey if McCarthy quits.

• Politics and Baseball

Last January the football-baseball stadium in Washington, D.C., originally called the "D.C. Stadium," had its name changed to "Robert F. Kennedy Memorial Stadium." Now a group of 13 House Republicans has introduced a bill to change the arena's name in memory of Dwight Eisenhower. A day later, 11 Democrats sponsored a measure to make the present name permanent.

• Campaign Pledge Honored

President Nixon, honoring a campaign pledge, has eased government control of American investments abroad. Firms in the U.S. now may invest \$3.4 billion in overseas subsidies this year--up from the original limit of \$2.95 billion set for 1969.

• Political Brew Ferments

The Democratic Party is becoming increasingly a machine of many fermenting parts as followers of Sen. Eugene McCarthy and the late Sen. Robert F. Kennedy struggle for party control in nearly every state. The factional fights prove the party leadership is up for grabs.

• Impatience and Fuzziness

Congress has been growing increasingly impatient over the Nixon Administration's failure to come up with a program to "chew on." Meanwhile, the President's "inner circle" grows increasingly defensive over the Administration's "fuzzy" image.

• Rivers and the Navy

Rep. Mendel Rivers (D-S.C.), chairman of the House Armed Services Committee, upset Navy brass recently when he said almost 75 per cent of the Navy's ships "are unfit for human habitation." Rivers' home state is heavily dotted with Air Force installations.

• Teacher Disputes

The National Education Association, administrator-oriented, has urged Congress to pass a "teacher bill of rights" to guarantee negotiation in teacher disputes. The NEA admitted the 114 work stoppages aim of the proposal was to reduce the number of teacher strikes which totaled involving 160,000 teachers last year.

• Dirksen Censured

The Leadership Conference on Civil Rights recently censured Senate Republican Dirksen for his "intemperate behavior" in his recent attack on government employment discrimination laws. The conference is a coalition of civil rights and religious groups.

• Nixon's Consumer Aide

President Nixon named Mrs. Virginia H. Knauer as his special full-time assistant for consumer affairs. Mrs. Knauer, wife of a Philadelphia lawyer, headed the Pennsylvania Bureau of Consumer Protection for 14 months.

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Information

● Air-Cushion Vehicles

Tracked air-cushion vehicles (TACV) are attracting new attention as a solution to high-speed ground transportation problems in the coming years.

TACV operate at very high speeds on a thin blast of air supporting them over their own tracks. The Transportation Department already has a \$200,000 engineering study under way.

Under consideration are TACV plans for the Miami area (to a new jetport planned 50 miles away in the Everglades), also a 300-mile line between Los Angeles and Las Vegas.

A French TACV project is already being tested.

● Textile Suit

The federal government filed suit recently against Cannon Mills Co., of Kannapolis, N.C., one of the nation's largest textile firms.

The suit alleged Cannon discriminated against Negroes both in employment at its 16 plants in North and South Carolina and in the rental to employees of 2,000 single-family houses in the vicinity of its plants.

About the same time, the National Association for the Advancement of Colored People filed suit in federal court challenging the legality of \$9 million worth of federal contracts awarded to Dan River Mills, Inc., J. P. Stevens, Inc., and Burlington Industries. The suit charges the firms do not meet federal standards in employment practices.

● Imported Workers

Many jobs going begging in the United States are being filled by workers imported from abroad.

The Labor Department says that in fiscal 1968 some 141,000 alien workers were admitted to take jobs, an increase of 22 per cent over the previous year.

The bulk of the imported workers go into the service occupations such as domestics and restaurant workers. A third, however, are teachers, nurses and physicians.

● Bargaining Techniques

Collective bargaining techniques developed over the hard years of trial and error are being used increasingly in other spectrums of society to solve community problems.

Now a forum, sponsored by the new Institute of Collective Bargaining and Group Relations, is planned for New York City in mid-May to bring together more than 100 top practitioners of collective bargaining skill.

An expected registration of 1,000 will get first-

hand instruction on what collective bargaining is all about.

● Press Downgraded

Philip Hochstein, former chief editorial executive of the Newhouse newspaper chain and now retired, testified before a Senate subcommittee recently against a bill proposed to give anti-trust exemptions to failing newspapers.

Hochstein declared the bill would "entrench smugness, mediocrity and pettiness" in the newspaper world while frustrating needed competition. He added that too many newspapers want "the profits of groceries and hardware stores and special privileges" along with "the shelter of specially legalized monopolistic practices."

"If the press today were not predominantly a merchandising medium," Hochstein said, "it would risk failure and sail boldly into the realm of editorial and graphic improvement, struggling for distinction and greatness."

● Conglomerate Struggle

A former U.S. official said recently that a real danger exists of a future, science fiction-type struggle for control between the government and power hungry business managers.

Adolph A. Berle, former Assistant Secretary of State, made the comment in testimony before the House Banking Committee. He said "power, far more than property or individual wealth is the real stake here." He supported legislation to federally regulate one-bank holding companies.

● Summer Jobs

The Labor Department says an estimated 3.7 million young people will be seeking jobs this summer.

Of the total, nearly 2.8 million are students that will be looking for summertime work. The remainder will be high school and college graduates looking for full-time jobs.

The totals compare with some 4 million new entrants into the labor force at the peak of last year's summer season.

● South Carolina Paradox

During a Senate debate on an appropriation for a committee investigating hunger and malnutrition in the United States, the following views were aired:

Sen. Strom Thurmond (R-S.C.): "There were poor people in the time of Christ. There are poor

people now and there will be in the future because there will always be people unwilling to work."

Sen. E. M. Hollins (D-S.C.): "The only public feeding program in the time of Christ was Christians to the lions and I hope that's not going to be our approach to the present problem."

● Judges Threaten Strike

Some 22 municipal court judges and 6 traffic court judges in Philadelphia recently threatened to go on strike if they were not paid.

● Merger Champion

Last year's conglomerate merger champion, according to the *Wall Street Journal*, was U.S. Industries, Inc., which completed 28 mergers or acquisitions during the year.

The conglomerate's corporate grabbing ranged from industrial fasteners to women's stockings.

Conglomerates, meanwhile, are reported getting sensitive about their description as "conglomerates" and are using new terms to describe themselves, such as "multi-company," etc.

● Vacation History

The idea of a vacation is not so new. A Florida State University anthropologist discovered recently that Indians, long before the Spaniards arrived, "used to pack up the family and canoe down a convenient river to the Gulf coast and its warm beaches for a few months break from the farming grind." Dr. David Phelps said the summertime going-to-the-seashore may have started as early as 3500 B.C.

● Auto Management Pay

Top officers of Chrysler Corp., last year received pay gains, fees and bonuses averaging 55.6 percent higher than they received in 1967.

Chrysler's top 52 executives got a total of \$7,800,000 among them. The increases bettered the company's 45 percent hike in profits for 1968.

Henry Ford II, chairman of the board for Ford Motor Co., last year received more than \$600,000 in salary and other compensation.

● Booming Fraud

An old fraud is experiencing boom times and is generally called the "advance fee scheme."

In this instance, it's the case of promoters fraudulently seeking fees in advance from a borrower to help him get a loan—and then neither deliver the loan or refund the advance fee.

The Post Office Department says it is investigating a record 66 advance fee schemes—more than double the number under investigation 2 years ago.

The nationwide tight money situation, says the Post Office, creates ripe conditions for the fraud.

● Discount Rate Up Again

The Federal Reserve Board hiked its discount rate again to 6 percent in early April and ordered mem-

ber banks to keep an extra \$650 million idle in their reserves.

The move was described as another effort to stem inflation by restoring price stability. The credit restriction makes the tight money picture even tighter. The 6 percent rate is a 40-year high.

There was immediate speculation that the Fed action would trigger another increase in the prime interest rate which banks charge to their most credit-worthy customers.

● War Dead

Through Dec. 31, 1968, some 1,046,000 American servicemen have died in the nation's wars, according to the Veterans Administration.

Altogether, nearly 41 million servicemen have been on the rolls of American armies and navies through history.

Currently, the United States has 26,656,000 living veterans whose average age is 44.2 years. Included in the total are 2 survivors of the Indian wars.

● 'Blacklisting' Service

An organization known as the Church League of America (CLA) is providing a blacklisting service to employers, offering them a secret check into what it calls the "philosophy of life" of job applicants.

Charles R. Baker, executive director of the Institute for American Democracy, said CLA asks employers to donate \$1,000 (which can be deductible taxwise) to the Wheaton, Ill.-based organization.

The "gift" then entitles employers to check 50 names against the CLA files. CLA also offers to get organizations "infiltrated" for fees as high as \$200 a week.

● Right-Wing Comic

The right-wing Liberty Amendment Committee of Los Angeles has printed 250,000 copies of a cartoon-strip tax report for distribution "wherever people gather."

The theme is that the government should sell all federal lands and property and use the money to reduce the national debt—then stop taxing personal income.

Then, without taxes to pay, workers wouldn't have to strike for more money and there would once more be "respect and affection for government in our country."

● Freight Forwarding

The Freight Forwarders Institute is seeking legislation to give forwarders the right to make contracts with railroads.

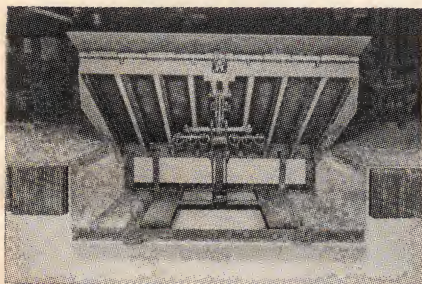
Reason, says the FFI, is that it would assure freight forwarders the opportunity to compete with other carriers "on equal terms."

The FFI says 15 of the 63 Class A freight forwarders had net operating losses in 1967, and that overall net revenue of all forwarders was down 39 per cent as tonnage dropped 269,000 tons while shipments decreased more than 1 million.

WHAT'S NEW?

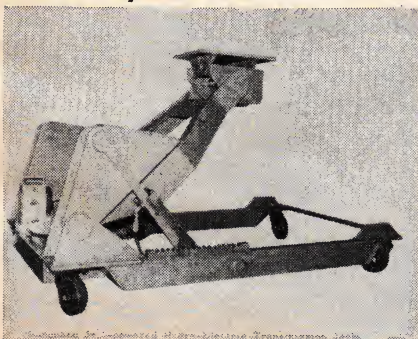
Dock Leveler

The producer of this new item guarantees that this hydraulically-controlled dock leveler will automatically adjust to shifting truck bed heights as loads are applied or removed. It is also designed to return automatically to the floor level from any position after the truck pulls away to allow for unobstructed cross traffic of dock handling equipment.



The leveler is counterbalanced to allow for handling by only one man. The company claims that the installation of such a unit into any shipping dock can be done with a minimal amount of effort.

Hydraulic Jack



The special equipment requirements of mining operations have given rise to many heavy-duty machines. One of the latest is a hydraulically powered transmission jack with 4,000-pound capacity and the capability of servicing heavy equipment.

Designed for one-man operation to facilitate the removal and installation of transmissions, torque converters, engines and other units, the unit is ruggedly constructed of heavy steel to withstand severe usage.

The hydraulic pumping unit—which operates on 110v AC current and can be powered by portable generators—is accessibly positioned on the jack. Despite its light weight (25 pounds) and compact size, the pump provides

two stages of operation for varying power requirements.

Extended to its full height, the jack is 54" high; it contracts to a height of 10". The jack can be tilted 30 degrees forward and backward and 20 degrees to each side. Safety ratchets on each side prevent accidental slippage. Six-inch rubber-tired swivel casters operate on ball bearings for maneuverability.

Battery Box



Battery storage has long been a thorn in the side of most maintenance shops, especially in geographic areas enduring sub-freezing temperatures. Even in areas with mild climates, storing a battery without adequate protection can often result in corrosion damage and power leakage.

A newly tested device for battery storage and protection has been recently marketed by an established firm. The unit, pictured above, efficiently maintains an 85 degree temperature in either one or two batteries even at temperatures on the outside of 20 degrees below zero. The newer models of this unit will incorporate a heater probe of all stainless steel and a thermostat for automatic heat control. All wiring to the box will be external to avoid the effects of battery acid.

Oil Tester

Relying on the rule of thumb indicators for oil changes, or simply on the service man's judgment of the oil condition of a vehicle can be a costly mistake, according to a leading producer of maintenance aids.

The frequency of oil changes should depend on the type of use to which a particular vehicle is subjected. The

amount of wear and tear on the crank case oil is, in turn, related to the amount of wear and tear the engine will stand. For this reason, most major fleet owners have turned to some sort of lubrication control formula in the hope of prolonging the life of their vehicle engines.



One of the methods of controlling the vehicle lubrication is through the installation of a simple oil testing meter next to the engine. When the oil is changed, the meter automatically retains a sample of the fresh oil. From this point on, the meter compares the crank case oil with the sample to determine the changes in viscosity. The oil in the sample container is maintained at the same temperature as the oil in the crank case so that the temperature variations do not cause a variable in the measurement.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD



Spellbound

A college professor, known as a spelling stickler was walking past one of the local campus eating establishments and noted a sign in the window which read, "Today's special Lam Luncheon." The professor hurried into the diner and informed the proprietor that the proper spelling should be 'lamb.'

On the following afternoon, the professor once again found himself in front of the same establishment, this time the sign in the window read: "Today's special, Clamb Chowder."

Don't Ask Why

A frightened and dejected draftee arrived at his induction center thoroughly prepared to do exactly as he was told. The first non-commissioned officer he met told the young man to print his name on the special questionnaire, "last name first and first name last."

Slightly confused, the boy asked the Sergeant to repeat the instructions.

"Backwards," the Sergeant curtly replied.

When the inductee turned in the paper, his name read, "Samoht Senoj."

A Weighty Matter

After a near collision, a smallish man in the offending car leaned out and shouted an insult at the driver who had been in the right. The insulted driver got out of his car and slowly walked over to the second car, placing a brawny forearm on the door.

"Hi, I'm Lefty McGill, former heavyweight champion of the Armed Services, fighting weight, 203."

The offending driver replied, "Er, Bill Smith, former child and insurance salesman, I apologize at 145."

Retirement Defined

Some women define retirement as twice as much man—with half as much income.

Trade Places

During a particularly busy rush hour a young lady found herself adding to the problem when her car stalled. As she vainly tried to turn over her dead engine, an irate motorist behind her began leaning on his horn. After several moments, she got out of the car and went back to the driver behind her.

"Look mister," said the lady, "I'm no happier than you are about this, so I'll make a deal with you. If you'll be a gentleman and try to start the car, I promise I'll sit here and keep your horn blowing."

A Lost Cause

Kindly Policeman: "Why don't you tell us your name little boy, so we can tell your family."

Little Lost Boy: "My family knows my name."

Definitions

Boaster—a person with whom it is no sooner done than said.

Positive Identification

Upon arriving on the scene of a hit and run accident in New York City, the concerned policeman asked the stricken pedestrian if he could recognize the car or the driver who had been responsible.

"Well," replied the pedestrian, "you know how the drivers in this city are. I couldn't get a good look at the tags or the driver but I will never forget that laugh."

Fish Story

After a particularly poor weekend of fishing, a young sportsman we know stopped by his local fish market. "Throw me five or six of the biggest fish you have in your freezer," he said to the proprietor.

"Why throw them?" asked the dealer.

"So I can tell my friends I caught them. I might be a lousy fisherman, but I'm no liar."

Why Is It

The funny thing about doctors is that even though their prescriptions are hard to read—their bills are always very clear.

One Short

After striking an iceberg, a large passenger vessel began to slowly take on water and sink. The captain calmly addressed the assembled crew and passengers. Near the end of his speech the captain asked of the crowd; "does anyone here know how to pray?"

"I do," replied a small man in the back of the group.

"Good," said the captain, "you stay here and pray, we're one life jacket short."

FIFTY YEARS AGO

in Our Magazine



Vol. XVI

(From the May, 1919, issue of the TEAMSTER)

Number 5

Lengthy Work Week In American Industry Apparent In Every Contact With Commerce



liberal education in industrial conditions is available for anyone who will take the trouble for one week to ask everyone who serves his needs in any capacity how many hours a day he spends at the task.

"Let us have as much time as possible to fill this prescription," said the drug clerk at the crowded counter. "All the help we have is what you see here." "How long will the store be open?" was asked. "Until 11 tonight; we got here at 7, and stay until 11." This is one of the Liggett chain drug stores where we more fortunate people go to save a few cents on our medical supplies.

There are no limits to the hours which women in the transportation business may be worked in the State of New York. They are working anywhere from nine to fourteen hours a day, and in some cases investigators found women working sixteen hours a day. Interested women in New York State are attempting to limit the hours of elevator women to nine a day.

The stenographer who assisted in preparing this copy for the printer added her testimony on behalf of a sister in the millinery business. A girl of frail health, she was compelled to be at work from 8 in the morning until 6 at night every day in the week. For shopping, dentistry, or any of the errands incident to daily living, she must take her own time and suffer a loss of wages. Literally, she is a slave of the millinery business. Not only an overdue proportion of her time and labor are going into that occupation, but also her very health and vitality are being used up in the process. The millinery business, to that extent, is living on the vitality of its women workers.

The grocery clerk in the corner store, when asked concerning the number of hours he worked replied, "Eleven

hours every day except Saturdays and before holidays, and then fourteen."

"Why don't you belong to a union and try to get an eight-hour day?" he was asked.

"I do belong to a union, and we did try to get shorter hours, but the strike failed."

Here is testimony that behind every lost strike of shorter hours are men and women, driven to the point of exhaustion by the demands of modern industry. Anyone who knows anything whatever of the conditions of modern industrial communities knows that eight hours labor daily is all that it is possible to perform and have any vitality left for the things which lift men and women above slavery of the machine.

In the face of these conditions, with literally millions of individuals engaged in the drudgery of the nation, accepting with only sporadic outbursts of rebellion the overlong hours of labor imposed upon them, there are people who talk in scared whispers of "revolution." But no revolution is at hand to free them. The revolution for which they wait is an aroused conscience, which would indignantly sweep away such conditions as obstacles in the path of humanity.

Meat Shortage To Continue

Chicago—The American Meat Packers' Association has issued a statement in which it declares that lower prices for meat may not be expected until the war-stricken countries of Europe are enabled to resume their quota of production and that "high prices will continue for a long time."

It is stated that each day that brings final peace nearer means a greater call on this country for meat and that low meat prices must wait until European production is in good swing again.

Unions Value Education

Washington—"One of the striking developments in recent months has been the sudden awakening on the part of the public as to the actual pay received by teachers," says School Life, published by the United States bureau of education. "The Labor organizations, always interested in education, have been of powerful assistance in molding public sentiment in their communities."

It is stated that the average salary for teachers throughout the United States is about \$600, "which means a huge number of positions paying \$300 and \$400 a year and even less."

America's teachers are the individuals into whose hands we commit the mental well-being of our children. Yet we begrudge them a living wage.

Unemployment and Poor Housing Cited as 'Disgraces to Humanity'

The unemployment question, brought to the fore by threats of rioting in Buffalo, N. Y., once more raises sharply the issue of housing and the need of housing facilities for jobless and migratory workers. Listen to what a British newspaper says:

"It is not exaggeration to say that a large number of the houses occupied by the working classes in this country are a disgrace to humanity, and the men who built them in the late Victorian age were in effect little better than homicidal maniacs. London would be a better place to live in if half its overgrown minor suburbs could be pulled down and rebuilt on better lines, and what holds

true of London is even more true of many towns in Yorkshire, Lancashire and Scotland. 'No wonder,' said a Frenchman once, 'that Britons are so recklessly brave in battle; they would sooner die in France than live in England, and who that has seen an English slum can blame them?' There was some truth in the sarcasm; but the remedy lies in our own hands."

All of this is perfectly true, as any student of working class condition knows. And it is just as true of America as of England. Substitute New York, Chicago and Boston for the crowded British cities and slum districts, and the analogy holds.—Collier's.

**Highway SAFETY
is YOUR business**

***Drive
Carefully***

